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ABSTRACT

The wages and benefits of students enrolled in college-level cooperative education programs throughout the Midwest are compared in this report. It describes the survey process, in which 119 college cooperative education program directors received 3,890 survey questionnaires and accompanying materials to forward to employers they had selected to participate in the survey. Of the 434 programs for which usable surveys were returned, 76 percent employed only bachelor's degree students, 3.5 percent employed only associate degree students, and 20.5 percent employed both bachelor's and associate degree students. The report presents results in 27 tables of data. Separate tables for bachelor's and associate degree programs are provided for each of the following: salaries by major, salaries by employer type, benefits by major, salaries for first and final work assignments by employer type, salaries by employer type paid to new community/junior college graduates, and benefits by employer type. Tables summarizing salaries and benefits for bachelor's degree students are included for Illinois, Indiana, Iowa and Missouri, Kentucky, Michigan, Minnesota and Wisconsin, and Ohio. A regional versus state comparison of Midwest bachelor's-level salaries, summary of additional benefits provided by some employers, and list of colleges and universities supporting the survey are presented. (MN)

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ED357179

Cooperative Education Student Employee Salary & Benefits Survey

Midwest Region

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Cooperative Education Research Program

1992

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1992
COOPERATIVE EDUCATION
STUDENT EMPLOYEE
SALARY AND BENEFITS SURVEY
MIDWEST REGION

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Cooperative Education Research Program
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DEDICATION

DONALD C. HUNT
Dean Emeritus
University of Detroit Mercy
1918-1992

This edition of the *1992 Cooperative Education Student Employee Salary & Benefits Survey* is dedicated to Don because it was through his support, encouragement, and mentoring that I began conducting this and other surveys.

Don Hunt spent almost all of his professional life in the active support of cooperative education as the "ideal" educational methodology. Although he passed from this life during 1992, he will long be remembered by many thousands of faculty, counselors, and human resources professionals who he advised, trained, or consulted with.

For those of us who knew him, Don will continue to serve as a model of one who loved life and lived it to the fullest: full of missionary zeal for the Cooperative Education and Placement profession; full of zest for life; full of love and respect for his family and associates; full of new ideas and ways to get the job done better; full of faith in the ability of others to personally grow and improve themselves; full of a willingness to share his thoughts, ideals, and methods to all who would listen; and full of doing many diverse things so very well.

We will miss Don for the encouragement that he gave, for the criticism that helped us improve, for his keen legal advice, for his passion for water and boating, for his love of automobiles and what made them tick, for his logic and his business sense, for his taking the time to care, for getting more work out of his employees than they believed possible, and for his ability to find the best seafood house in any town in the country.

Thanks, Don, for reaching out to a young man fresh out of the Navy and giving him the opportunity and support to develop a meaningful lifelong career.

Jack Crusoe

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COOPERATIVE EDUCATION SALARY & BENEFITS SURVEY
MIDWEST REGION

An Annual Study of Salaries and Benefits Paid to Cooperative Education Student Employees During 1992

During the past twenty years, Cooperative Education, as practiced within colleges, universities, and community colleges, has grown rapidly as a widely accepted methodology for improving the quality of higher education. In this context, it has provided an extended, organized learning experience by integrating periods of traditional classroom theoretical study with periods of practical, professional, paid work experience in business, industry, government, and social agencies.

It continues to be apparent to cooperative education practitioners, both employers and academicians, that more and better information is required to effectively manage their programs. Employers state that local and regional information regarding salaries and benefits paid to cooperative education student employees is essential in formulating their plans to provide their student employees with reasonable and fair renumeration for their work.

This study marks the eighth successive time it has been conducted in the Midwest. The support for this project has been fully provided by the Michigan Council for Cooperative Education and Wayne State University.

Cooperative Education Salary Structure

Employers who may be in the process of establishing or revising salary schedules for cooperative education student employees will generally relate their salary structure to the rates which they offer to new college graduates.

Following are the entry and final salaries paid cooperative education student employees as a percentage of the average salaries paid to new graduates:

		1st Salary (Entry)	Spread	Final Salary
Engineering	(4 yr)	58%	17%	75%
Engineering	(2 yr)	71	7	78
Accounting	(4 yr)	64	12	76
Business	(4 yr)	63	12	75
Business	(2 yr)	78	7	85
Humanities & Soc. Sci.	(4 yr)	71	7	78
Sciences	(4 yr)	63	17	80
Architecture	(4/5 yr)	68	17	85

Four-year students tend to receive entry salary rates at the start of their junior year and receive final salary rates during their senior year. A progressive salary structure can be derived through interpolation for three, four, five, or more work terms.

Conclusions & Observations

It is believed that the user will be able to rapidly find the information that is required from the various charts. However, your attention is called to these observations and conclusions based upon the data:

Entry salaries for four-year engineering, accounting, business, social sciences, and science cooperative education students increased 5.3%, 4.1%, 6.7%, and 3.3% respectively during the past year. Entry salaries for humanities students declined 6.7%.

Entry salaries for two-year engineering, business, and graphic/comm. art co-operative education students increased 3.8%, 6.8%, and 4.6% respectively during the last year. Entry salaries for medical/nursing/ & related students declined 1.5%.

Michigan employers paid the highest salaries to cooperative education student employees while Iowa/Missouri employers paid the lowest.

Michigan employers paid the highest salaries to new graduates while Kentucky employers paid the lowest.

Employers who simultaneously hire various engineering disciplines tend to pay them identical rates while they are cooperative education students but vary the rates by engineering discipline when hiring new graduates.

Employers of bachelors degree level students tend to provide them with more benefits more often than do employers of associates degree level students.

Tire & rubber employers provided the most benefits to bachelors degree level students while public accounting employers provided the least. The Federal Government as an employer provided the most benefits to associate degree level students while the least benefits were provided by Food & Beverage Processing, Tire & Rubber, and Glass & Paper Packaging.

Relative to entry level salaries paid to bachelors degree level students, public accounting employers were the highest while merchandising and related services employers were the lowest.

For associates degree level students, Aerospace, Electronics, and Business Equipment employers paid the highest salaries while Food & Beverage Processing employers were the lowest.

Chart Interpretation

In order to help the reader understand the statistics and data provided in the charts, the following should be noted:

Average monthly first salary is the entry salary rate for a cooperative education student, whether that student is a freshman, sophomore, or junior. Most Midwest programs start bachelors degree level students toward the end of the sophomore year or at the start of the junior year.

Average monthly final salary is the last salary rate paid for the student's last work assignment before graduation: usually as a senior for bachelors degree level students and as a sophomore for associates degree level students.

The median is provided to give the reader some understanding of how the sample relates to a normal curve.

Small sample sizes may be somewhat reliable since they represent employer responses rather than individual student responses.

When comparing the monthly salary paid to a new graduate with similar data from other sources, it should be noted that many surveys of salaries paid new graduates are based on offers to individual students, and tend to be skewed toward the high end, since the top graduates often receive and report multiple offers. This survey appears to fairly represent the salaries actually given to those who are in the top fifty percent of their class rather than the top ten to twenty percent of their class.

Scope and Nature of the Survey

The survey format has been developed and revised during the past decade of use. Revision has been based upon analysis of employer input and upon comments which were received from many users. Two similar but separate questionnaires are used, one for bachelors degree level programs and another for associates degree level programs.

College cooperative education program directors from throughout the Midwest were selected to participate in questionnaire distribution to provide a good geographic mix as well as a good mix of both two-year and four-year colleges. They were asked to distribute the survey questionnaires to the employers of their cooperative education students in a manner which tended to ensure full regional coverage and to minimize employer overlap. The colleges were specifically asked to select employers who best reflected their own geographic location. In May of 1992, 119 college cooperative education program directors received 3,890 survey questionnaires, personalized cover/instructional letters, and return envelopes to forward to the employers they had selected to participate in the survey.

Until as late as September 1992, surveys were still being returned to Wayne State University. Following are the distribution and response statistics:

By Region

Total surveys sent to participating colleges	3,890
Number of surveys sent to two-year colleges	950
Number of surveys sent to four-year colleges	2,940
Surveys estimated to have been sent to employer	1,727
Total number of completed surveys received	456
Response rate - based upon estimated distribution	26.4%
Response rate - based upon planned distribution	11.7%
Total number of usable surveys returned	434
Percentage of employers surveyed who employ only bachelors degree students	76.0%
Percentage of employers surveyed who employ only associates degree students	3.5%
Percentage of employers surveyed who employ both Bachelors and associates degree students	20.5%
Total unusable surveys	22
Number lacking state identification or out-of-area	20
Number lacking usable information	2

By State

	Number of Colleges Participating	Surveys Provided to Colleges	Estimated* Surveys Sent to Employers		Surveys Returned byEmployers/% Change	Estimated Response Rate	% of Total Returns
Illinois	19	455	191	42%	63/+28.6%	33.0%	14.5%
Indiana	13	505	152	30	48/+29.7	31.6	11.1
Iowa	10	300	66	22	14/-26.3	21.2	3.2
Kentucky	15	215	135	63	28/+33.3	20.7	6.5
Michigan	15	930	400	43	100/-8.3	25.0	23.0
Minnesota	11	135	41	30	12/-50.0	29.3	2.8
Missouri	8	250	115	46	30/-33.3	26.1	6.9
Ohio	16	780	547	68	105/-3.7	19.2	24.2
Wisconsin	12	320	85	25	34/+54.6	40.0	7.8
TOTAL	119	3,890	1,732		434/-0.2		100%

* Percentage based on a 1987 follow-up study, except for Missouri, which was added in 1988 and which has been assigned the overall average.

Although by application of information gathered through a previous follow-up study, it was estimated that slightly under half of the 1992 survey questionnaires

were sent to employers, it is felt that more might actually have been sent out. Also, although attempts were made to select colleges representing geographical separation in each state, some employers inadvertently received two or more survey questionnaires. It would appear from inspection of the returned surveys that employers who were contacted more than once tended to return only one of the surveys. It also appears that large employers with multiple work locations were not a significant factor which might have skewed the data.

In 1992, a combined survey questionnaire, requesting both bachelors and associates degree level data, was sent to employers by two-year and four- year colleges. Of the survey questionnaires, 24.4% were provided to and sent out by associates degree granting colleges. Of the usable surveys returned, 24.0% were from employers who employed associates degree level cooperative education students. It was interesting to note that 20.5% of the employers indicated that they employ both bachelors degree level and associates degree level students in their programs. If the data from these employers were excluded from consideration, then the return rate of usable surveys returned from employers of associates degree level students would have been only 3.5% of the total returns. This seems to indicate that employers seem more likely to employ both associate degree level and bachelor degree level students in their cooperative education programs than to employ only associates degree level students. This may indicate a weakness either in the methodology used to gather this data or a general lack of strength of cooperative education in two-year associates degree granting colleges in the Midwest.

The overall number of responses from Ohio and Michigan employers was exceptionally high. However, the number of responses from Ohio and Michigan employers decreased by 3.7% and 8.3%, respectively. Wisconsin, Kentucky, Indiana, and Illinois showed increased response rates of 54.6%, 33.3%, 29.7%, and 28.6% respectively, while Minnesota, Missouri, and Iowa showed decreased response rates of 50.0%, 26.1%, and 26.3%. Overall, there was no significant change in employer response rate for the region. It is believed that the response rate has some general relationship to the level of economics activity in each state.

Summary

It is hoped that this survey provides useful information to cooperative education practitioners throughout the Midwest, and that those cooperative education employers and college program directors who participated in this project will continue their high level of support in the future. Special thanks are given to the Michigan Council for Cooperative Education which provided significant financial support for this project as a service to the professional field of cooperative education.

MIDWEST REGION*
1992 AVERAGE ANNUAL SALARIES PAID TO NEW GRADUATES

ASSOCIATES DEGREE LEVEL

Curriculum	Average Annual Salary Paid to New Grad	Median	
Business			
All Business	$18,408	$17,628	(67)
Accounting	17,868	17,808	(14)
Banking &	16,968	17,352	(4)
Secretarial Sciences	17,100	16,068	(19)
Business/Management/ Agribusiness	18,048	17,904	(7)
Data Processing	18,972	17,508	(14)
Hospitality/Hotel and Food Management	20,328	20,328	(2)
Sales/Marketing/ Merchandising	22,548	20,904	(7)
Engg. & Related			
All Engg. & Related	22,092	21,000	(67)
Automotive Services	—	—	—
Civil & Construction	21,276	20,640	(17)
Drafting & Design	21,804	20,268	(18)
Electric. & Electron.	21,972	21,600	(17)
Mechanical & Mechanics	23,508	21,600	(15)
Other			
Graphics & Commer. Art	15,120	15,360	(3)
Medical/Nurs. & Related	24,516	24,516	(2)
Criminal Justice Law Enforcement	15,300	15,300	(2)

BACHELORS DEGREE LEVEL

Curriculum	Average Annual Salary Paid to New Grad	Median	
Business			
All Business	$26,124	$25,644	(234)
Accounting	25,764	24,732	(75)
Banking & Finance	26,292	26,412	(32)
Management	26,580	25,356	(44)
Management Info. Sys	27,984	28,200	(36)
Marketing	24,708	24,924	(47)
Humanities & Social Sci.			
All H & SS	19,224	18,372	(35)
Humanities	18,468	17,592	(18)
Social Sciences	20,040	19,200	(17)
Sciences			
All Sciences	27,312	26,640	(123)
Agriculture	19,728	19,092	(4)
Biological	27,456	29,460	(10)
Computer Science	27,312	24,960	(61)
Chemistry	26,400	27,996	(27)
Mathematics	29,316	29,400	(14)
Physics	30,936	30,792	(7)
Engineering			
All Engineering	31,752	27,240	(448)
Chemical	33,960	33,804	(56)
Civil	29,436	27,780	(54)
Elec., Electron. & Comp. Engineering	32,184	25,800	(105)
Industrial	31,356	29,856	(57)
Mechanical	32,448	24,000	(139)
Engineering Technology	28,596	28,800	(37)
Other			
Architecture	19,800	20,004	(7)
Economics	24,024	25,800	(7)
Nursing & Allied Health	24,696	24,768	(5)
Criminal Justice	21,012	19,200	(5)

* Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin

** Where prior work experience is not a consideration

Arrangement of Data			
Mean	Median	(# of Employer Responses)	
$18,408	$17,628	(67)	50th Percentile

MIDWEST REGION*
1992

Top Five Majors Employed as Cooperative Education Students

BACHELORS DEGREE LEVEL

Employer Type of Product or Service	FIRST	SECOND	THIRD	FOURTH	FIFTH
-Accounting Public	Accounting	—	—	—	—
-Banking, Fin./Insur.	Accounting	Banking & Finance	Mgt. Info. Systems	Computer Science	Marketing
-Merchand. Services	Marketing	Computer Science	Humanities	Management	Accounting
-Aero/Elec. & Bus. Equi.	Mechanical Engineering	Elect/Electronic/Computer Engrg	Industrial Engrg	Engrg Tech.	Accounting
-Auto/Mech. Equipment	Mechanical Engrg	Elect/Electronic/Computer Engrg	Industrial Engrg	Accounting	Engrg Tech.
-Building Mat. Mfrs. & Constr.	Civil Engrg	Mechanical Engrg	Chemical Engrg	Accounting	Mgt Info. Sys
-Chem./Drug Allied Prod.	Chemical Engrg	Mechanical Engrg	Elect/Electronic/Computer Engrg	Chemistry	Computer Science
-Elec. Mach. & Equip.	Mechanical Engrg	Elect/Electronic/Computer Engrg	Industrial Engrg	Engrg Tech.	Mgt Info. Sys
-Food/Bever. Processing	Mechanical Engrg	Chemical Engrg	Elect/Electronic/Computer Engrg	Industrial Engrg	—
-Glass/Paper Packgng./Prd.	Elect/Electronic/Computer Engrg	Mechanical Engrg	Chemical Engrg	Industrial Engrg	Chemistry
-Metals & Metal Prod.	Mechanical Engrg	Industrial Engrg	Elect/Electronic/Computer Engrg	Chemical Engrg	Accounting
-Petro. (incl. Nat. Gas)	Chemical Engrg	Mechanical Engrg	Chemistry	Civil Engrg	Computer Science
-Research, Con.Org.	Civil Engrg	Elect/Electronic/Computer Engrg	Mechanical Engrg	Computer Science	Marketing & Engrg Tech.
-Tire & Rubber	Mechanical Engrg	Chemical Engrg	Elect/Electronic/Computer Engrg	Industrial Engrg	Engrg Tech. & Computer Science
-Utilities-Public	Elect/Electronic/Computer Engrg	Mechanical Engrg	Accounting	Marketing	Computer Science
-Government-Federal	Accounting	Marketing	Humanities	Mgt Info. Sys	Chemical Engrg & Social Sciences
-Government-Local & State	Civil Engrg	Social Sciences	Computer Science	Engrg Tech.	Elect/Electronic/Computer Engrg
-Non-Profit Educ. Org.	Nursing & Allied Health	Accounting	Marketing	Social Science	Computer Science
-Others i.e., Architecture	Architecture	Mechanical Engrg	Elect/Electronic/Computer Engrg	—	—

* Includes the following midwestern states: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin

MIDWEST REGION*
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average** Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1375	$1292	(255)	$1621	$1560	(226)	$2177	$2137	(234)
Accounting	1382	1233	(82)	1629	1523	(73)	2147	2060	(75)
Banking & Finance	1450	1377	(30)	1720	1650	(27)	2191	2201	(32)
Management	1343	1322	(45)	1589	1549	(42)	2215	2113	(44)
Management Info. Systems	1430	1401	(43)	1708	1702	(36)	2332	2350	(36)
Marketing	1308	1225	(55)	1517	1468	(48)	2059	2077	(47)
Humanities & Social Sciences									
All H & SS	1135	1095	(38)	1242	1215	(29)	1602	1531	(35)
Humanities	1098	1032	(21)	1196	1169	(18)	1539	1466	(18)
Social Sciences	1181	1173	(17)	1316	1290	(11)	1670	1600	(17)
Sciences									
All Sciences	1438	1419	(127)	1814	1860	(115)	2276	2220	(123)
Agriculture	1509	1559	(4)	1642	1637	(4)	1644	1591	(4)
Biological	1471	1484	(9)	1789	2011	(9)	2288	2455	(10)
Computer Science	1451	1402	(63)	1790	1773	(54)	2276	2080	(61)
Chemistry	1403	1402	(30)	1827	1941	(29)	2200	2333	(27)
Mathematics	1448	1440	(12)	1939	1976	(10)	2443	2450	(14)
Physics	1385	1439	(9)	1878	1941	(9)	2578	2566	(7)
Engineering									
All Engineering	1543	1446	(519)	1973	1804	(494)	2646	2270	(448)
Chemical	1674	1624	(67)	2126	2031	(62)	2830	2817	(56)
Civil	1449	1455	(58)	1841	1735	(57)	2453	2315	(54)
Elec., Electron. & Comp. Engineering	1566	1441	(118)	1986	1811	(114)	2682	2150	(105)
Industrial	1506	1440	(71)	1946	1810	(65)	2613	2488	(57)
Mechanical	1555	1383	(162)	1988	1727	(156)	2704	2000	(139)
Engineering Technology	1418	1413	(43)	1872	1823	(40)	2383	2400	(37)
Other									
Architecture	1129	1032	(11)	1410	1387	(7)	1650	1667	(7)
Economics	1326	1373	(8)	1541	1628	(6)	2002	2150	(7)
Nursing & Allied Health	1417	1342	(6)	1488	1488	(2)	2059	2064	(5)
Criminal Justice	1460	1472	(5)	1825	1825	(2)	1751	1600	(5)

* Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin

** Where prior work experience is not a consideration

Mean	Arrangement of Data Median (# of Employer Responses)		
$1375	$1292	(255)	50th Percentile

MIDWEST REGION*
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
SALARIES OFFERED BY EMPLOYER TYPE FOR ALL MAJORS
BACHELORS DEGREE LEVEL
1992

Employer Type of Product or Service	Average Monthly 1st Salary	% Chg From 1991	Median		Average Monthly Final Salary	% Chg From 1991	Median		Average** Monthly Salary Paid to New Grad	% Chg From 1991	Median	
Accounting Public	$1699	9.8%	1058	(6)	$1874	11.7%	$1118	(5)	$2159	-3.1%	$2400	(7)
Banking, Finance, & Insurance	1363	5.9	1265	(21)	1511	3.9	1400	(13)	2057	5.7	2039	(16)
Merchan. & Services	1222	0.9	1135	(36)	1310	-4.7	1218	(28)	1819	-4.1	1494	(28)
Aerospace, Elec. & Business Equip.	1523	9.8	1421	(36)	1889	14.8	1806	(35)	2471	0.7	2400	(23)
Automotive & Mechanical Equipment	1449	-3.5	1250	(81)	1854	-5.4	1576	(75)	2564	-1.1	2317	(76)
Bldg Materials Mfrg & Constr.	1574	16.7	1532	(26)	1745	5.0	1678	(16)	2456	3.3	2284	(18)
Chemicals, Drugs & Allied Prod.	1674	8.4	1656	(57)	2218	7.2	2270	(55)	2780	3.9	2833	(46)
Elec. Machinery & Equipment	1520	4.3	1426	(36)	1808	1.0	1656	(32)	2610	7.9	2580	(33)
Food & Beverage Processing	1653	21.5	1505	(15)	1996	36.8	1825	(15)	2484	10.1	2408	(15)
Glass, Paper, Packaging & Prod.	1292	-14.8	1120	(11)	1689	-13.1	1675	(11)	2546	0.5	2550	(9)
Metals & Metal Products	1377	-13.7	1020	(71)	1787	0.5	1467	(70)	2551	6.6	2163	(62)
Petroleum & Prod. (Incl. Natural Gas)	1646	-13.7	1640	(14)	2134	-6.4	2188	(14)	2705	0.5	2583	(19)
Research/Consult. Organizations	1339	9.0	1204	(33)	1686	32.8	1669	(34)	2323	6.1	1875	(40)
Tire & Rubber	1475	3.5	1441	(18)	2058	28.2	2036	(18)	2387	8.0	2527	(18)
Utilities - Public (Incl. Transportation)	1528	15.9	1359	(39)	1802	6.9	1516	(37)	2388	-3.6	2288	(32)
Government - Federal	1233	-2.8	1032	(15)	1407	-6.3	1317	(15)	1726	-9.8	1474	(15)
Government - Local & State	1302	-2.5	1022	(32)	1537	2.0	1362	(30)	2131	12.1	2130	(25)
Non-Profit & Educ. Organizations	1378	13.3	1240	(25)	1386	2.7	1148	(14)	1998	9.5	2064	(25)
Other	1182	9.1	1080	(10)	1444	9.3	1469	(8)	1733	-0.9	1700	(13)

*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin.

**Where prior work experience is not a consideration.

Arrangement of Data

Mean	% Chg From 1991	Median	(# of Employer Responses)	
$1699	9.8%	$1058	(6)	50th Percentile

MIDWEST*

1992

BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Hummanities	Social Sciences	Sciences	Engineering	Others***	1992 All Associates	1992 Rank Order	1991 All Bachelors	1991 Rank Order
Life Insurance	32.3%	28.6%	55.6%	41.0%	32.2%	44.4%	34.9%		35.6%	
	41**	6	10	34	83	12	187	10	203	10
Medical Hospitalization Insurance	34.7	33.3	55.6	43.4	35.3	48.2	37.7		38.5	
	44	7	10	36	91	13	202	6	220	5
Dental Insurance	20.5	19.1	27.8	30.1	24.0	29.6	24.4		20.7	
	26	4	5	25	62	8	131	12	118	14
Vision Plan	11.0	4.8	22.2	14.5	9.3	7.4	10.8		10.9	
	14	1	4	12	24	2	58	18	62	18
Paid Vacation	31.5	47.6	66.7	41.0	33.3	44.4	36.4		37.7	
	40	10	12	34	86	12	195	8	215	7
Paid Sick Days	33.9	47.6	66.7	47.0	39.2	44.4	40.7		40.5	
	43	10	12	39	101	12	218	4	231	3
Retirement Credit	35.4	23.8	33.3	43.4	36.4	33.3	36.6		39.1	
	45	5	6	36	94	9	196	7	223	4
Seniority	29.1	23.8	27.8	27.7	32.6	33.3	30.6		27.0	
	37	5	5	23	84	9	164	11	154	11
Longevity	15.0	14.3	22.2	15.7	12.8	18.5	14.6		12.3	
	19	3	4	13	33	5	78	15	70	16
Paid Holidays	63.8	57.1	77.8	74.7	72.9	59.3	70.0		69.9	
	81	12	14	62	188	16	375	1	399	1
Paid Days Off (Funeral, Personal, & Military	28.4	28.6	44.4	37.4	38.0	40.7	35.8		38.0	
	36	6	8	31	98	11	192	9	217	6
Subsidized Housing and/or Meals	7.1	4.8	16.7	12.10	5.4	11.1	7.5		7.7	
	9	1	3	10	14	3	40	20	44	19
Products/Services Discount	26.8	9.5	11.1	27.7	20.5	25.9	22.8		21.2	
	34	2	2	23	53	7	122	14	121	13
Handicapped Worker Accomodation	40.9	23.8	27.8	44.6	39.2	33.3	39.4		33.3	
	52	5	5	37	101	9	211	5	190	10
Business Travel Expenses	63.8	47.6	44.4	73.5	67.4	51.9	65.3		58.3	
	81	10	8	61	174	14	350	2	333	2
Profit Sharing	11.0	0.0	5.6	10.8	17.1	7.4	13.1		12.8	
	14	0	1	9	44	2	70	16	73	15
Stock Options	10.2	4.8	5.6	12.1	8.1	7.4	9.0		7.5	
	13	1	1	10	21	2	48	19	43	20
Tuition Aid During School Periods	11.8	14.3	16.7	13.3	9.3	18.5	11.4		11.4	
	15	3	3	11	24	5	61	17	65	17
Travel Expenses to/from Job Location	21.3	9.5	22.2	35.0	22.5	14.8	23.5		22.6	
	27	2	4	29	58	4	126	13	129	12
Interview Travel Expenses for out-of-town Co-op Students	40.2	9.5	11.1	49.4	48.5	11.1	42.0		37.5	
	51	2	2	41	125	3	225	3	214	8
	127**	21	18	83	258	27	536		571	

* Includes the following Midwestern States: Illinois, Indiana, Iowa, Kentucky, Michigan Minnesota, Missouri, Ohio, and Wisconsin

** Number of usable employer responses

MIDWEST REGION*
COOPERATIVE EDUCATION SALARY SURVEY
Summary of Employers' Products or Services
1992 - Bachelors Degree Level
Salaries Paid to Students on Their First Work Assignment

Employer Type of Product or Service	Acctg	Banking and Finance	Mgt	Mgt Info Systems	Mktg	Humanities	Social Sciences	Agriculture Sciences	Biological Science	Computer Science	Chemistry	Math	Physics	Chem. Engg	Civil Engg	Electr/Electronic/Comp. Engg	Indust Engg	Mechanical Engg	Engg Technlgy	Architect.	Economics	Nursing & Allied Health	Criminal Justice
-Accounting	$1699	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—
Public	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Banking,	1365	1481	1565	1434	1306	1079	1400	-	-	1446	-	1500	-	-	-	-	-	-	-	-	1400	-	-
Fin./Insur.	8	7	2	6	3	2	1	-	-	5	-	2	-	-	-	-	-	-	-	-	-	-	-
-Merchand.	1334	1380	1158	1410	1044	1004	1280	-	-	1416	-	-	-	1664	-	1431	-	1581	989	-	1330	-	-
Services	5	1	5	2	10	9	1	-	-	9	-	-	-	1	-	3	-	1	1	-	1	-	-
-Aero/Elec. &	1312	1720	1720	1248	1406	-	-	-	-	1371	1371	1441	1441	1466	-	1568	1462	1611	1530	-	-	-	-
Bus. Equi.	4	1	1	2	3	-	-	-	-	2	2	1	1	3	-	15	5	19	4	-	-	-	-
-Auto/Mech.	1322	1437	1446	1301	1390	1376	1376	-	1491	1376	1460	1490	1490	1589	1530	1544	1526	1510	1435	-	1386	-	1375
Equipment	16	7	10	6	9	1	1	-	2	7	3	2	2	9	6	23	23	46	12	-	1	-	1
-Building Mat.	1654	1906	1215	1514	1863	-	-	-	-	1794	-	-	-	1869	1422	1947	1845	1742	1300	1187	-	-	-
Mfrs. & Constr.	3	1	2	3	1	-	-	-	-	1	-	-	-	4	7	3	3	5	1	2	-	-	-
-Chem./Drug	1500	1706	2063	1531	1430	-	-	1819	1520	1607	1527	1677	1200	1883	1550	1764	1706	1773	-	-	-	-	-
All Prod.	5	2	1	3	3	-	-	2	4	6	8	3	1	20	3	9	4	11	-	-	-	-	-
-Elec. Mach.	1460	-	1650	1375	1512	-	-	-	1300	1525	-	-	-	-	-	1569	1392	1509	1471	-	-	-	-
& Equip.	2	-	2	3	1	-	-	-	1	2	-	-	-	-	-	16	8	21	3	-	-	-	-
-Food/Bever.	1505	1505	1200	-	1548	-	-	-	-	1677	-	-	-	1840	1650	1445	1445	1736	1650	-	-	-	-
Processing	1	1	1	-	1	-	-	-	-	1	-	-	-	3	1	2	2	6	1	-	-	-	-
-Glass/Paper	1150	1150	1155	1150	1150	1333	-	-	-	1150	1433	-	1150	1435	1150	1461	1435	1546	1715	-	-	-	-
Packgng./Prd.	1	1	2	1	1	1	-	-	-	1	2	-	1	2	1	5	2	4	1	-	-	-	-
-Metals &	1272	1086	1166	1354	1281	1350	-	-	-	1360	1306	1086	1250	1379	1358	1448	1368	1427	1379	-	-	-	-
Metal Prod.	8	1	5	4	5	1	-	-	-	4	4	1	1	8	5	12	13	25	7	-	-	-	-
-Petro.	1350	1350	1285	1551	1551	-	-	-	-	1619	1426	-	-	1884	1717	1588	1701	1768	-	-	-	-	-
(incl. Nat. Gas)	1	1	2	1	1	-	-	-	-	3	3	-	-	5	3	2	1	4	-	-	-	-	-
-Research,	-	-	1057	-	1168	-	-	-	1800	1205	1245	1040	1800	1420	1456	1414	-	1425	1184	780	-	-	-
Con.Org.	-	-	1	-	3	-	-	-	1	3	2	1	1	2	8	7	-	5	3	1	-	-	-
-Tire &	1338	-	-	1482	-	1032	-	-	-	1499	1401	-	-	1684	-	1684	1472	1588	1301	-	-	-	-
Rubber	3	-	-	2	-	1	-	-	-	3	1	-	-	3	-	3	3	4	3	-	-	-	-
-Utilities-	1436	1444	1424	1576	1441	1280	1118	-	-	1588	1118	1359	1204	1610	1603	1670	1650	1670	1580	-	1522	-	-
Public	8	4	6	5	7	1	2	-	-	6	1	1	1	3	6	14	6	9	3	-	2	-	-
-Government-	1327	1343	1343	1334	1334	1239	1286	1199	1080	1199	1317	-	-	1217	1080	-	-	-	-	-	1474	-	1474
Federal	5	2	2	3	3	3	3	2	1	2	2	-	-	3	1	-	-	-	-	-	1	-	1
-Government-	731	-	1204	-	-	-	1203	-	-	1291	-	-	-	-	1358	1376	-	-	1428	1520	-	-	1165
Local & State	1	-	1	-	-	-	5	-	-	4	-	-	-	-	16	2	-	-	3	1	-	-	2
-Non-Profit	1346	1118	1075	1765	1358	1039	979	-	-	1339	1370	1439	1439	1439	1439	1439	1439	1439	1439	-	989	1417	2122
Educ. Org.	5	1	2	2	4	3	4	-	-	2	2	1	1	1	1	1	1	1	1	-	2	6	1
-Others	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1387	-	1340	-	1107	-	-	-
i.e., Architecture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	7	-	-	-

*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

Arrangement of Data

$1699
6

Mean
# of Employers

MIDWEST REGION*
COOPERATIVE EDUCATION SALARY SURVEY
Summary of Employers' Products or Services
1992 - Bachelors Degree Level
Salaries Paid to Students on Their Final Work Assignment

Employer Type of Product or Service	Acctg	Banking and Finance	Mgt	Mgt Info. Systems	Mktg	Humanities	Social Sciences	Agriculture Sciences	Biological Science	Computer Science	Chemistry	Math	Physics	Chem. Engg	Civil Engg	Elect/Electronic/Comp Engg	Indust Engg	Mechanical Engg	Engrg Techgy	Architect.	Economics	Nursing & Allied Health	Criminal Justice
-Accounting	$1874	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—
Public	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Banking,	1469	1645	1450	1445	1450	1000	-	-	-	1450	-	-	-	-	-	-	-	-	-	-	-	-	-
Fin./Insur.	5	6	1	3	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
-Merchand.	1413	1535	1293	1678	1176	1059	1280	-	-	1542	-	-	-	-	-	1704	-	-	-	-	1535	-	-
Services	5	1	4	2	9	9	1	-	-	7	-	-	-	-	-	2	-	-	-	-	1	-	-
-Aero/Elec. &	1582	1892	1892	1703	1766	-	-	-	-	1705	1697	1879	1879	1698	-	1934	1751	2025	2054	-	-	-	-
Bus. Equi.	4	1	1	2	3	-	-	-	-	2	2	1	1	3	-	15	4	19	3	-	-	-	-
-Auto/Mech.	1603	1771	1754	1618	1650	1849	1849	-	2093	1709	1921	2093	2093	2218	2244	2013	2050	2025	1984	-	1864	-	1850
Equipment	15	6	9	6	8	1	1	-	2	7	3	2	2	9	6	22	21	43	12	-	1	-	1
-Building Mat.	1839	-	1406	1749	-	-	-	-	-	1960	-	-	-	1912	1770	2095	2025	1906	-	-	-	-	-
Mfrs. & Constr.	2	-	2	1	-	-	-	-	-	2	-	-	-	3	7	2	2	4	-	-	-	-	-
-Chem./Drug	2023	2153	2063	1860	1773	-	-	1942	2048	2146	2049	2254	2413	2358	2279	2283	2319	2257	2675	-	-	-	-
All Prod.	5	3	1	3	3	-	-	2	3	6	8	3	1	17	3	10	4	12	1	-	-	-	-
-Elec. Mach.	1803	-	1820	1718	1785	-	-	-	1530	1987	-	-	-	-	-	1914	1636	1812	1751	-	-	-	-
& Equip.	2	-	1	3	1	-	-	-	1	2	-	-	-	-	-	15	7	19	3	-	-	-	-
-Food/Bever.	1892	1892	1200	-	1878	-	-	-	-	2150	-	-	-	2218	1925	1835	1834	2009	1825	-	-	-	-
Processing	1	1	1	-	1	-	-	-	-	1	-	-	-	3	1	2	2	6	1	-	-	-	-
-Glass/Paper	1550	1550	1358	1550	1550	-	-	-	-	1675	1675	-	1675	1841	1675	1702	1803	1882	-	-	-	-	-
Packgng./Prd.	1	1	2	1	1	-	-	-	-	1	1	-	1	2	1	4	2	4	-	-	-	-	-
-Metals &	1600	1520	1619	1645	1576	1800	-	-	-	1652	1709	1086	1607	1841	1856	1952	1845	1898	1894	-	-	-	-
Metal Prod.	8	1	5	4	5	1	-	-	-	4	4	1	1	8	5	12	13	24	7	-	-	-	-
-Petro.	2026	2026	1614	2327	2327	-	-	-	-	2131	1824	-	-	2516	2452	2463	2550	2390	-	-	-	-	-
(incl. Nat. Gas)	1	1	2	1	1	-	-	-	-	3	3	-	-	5	3	2	1	4	-	-	-	-	-
-Research,	-	-	1638	-	1232	-	-	-	2000	1600	1574	1733	2000	1653	1583	1879	-	1853	1647	1213	-	-	-
Con.Org.	-	-	1	-	3	-	-	-	1	3	2	1	1	2	7	8	-	6	3	1	-	-	-
-Tire &	1791	-	-	2346	-	1032	-	-	-	2246	2218	-	-	2511	-	2511	2136	2251	1523	-	-	-	-
Rubber	3	-	-	2	-	1	-	-	-	3	1	-	-	3	-	3	3	4	3	-	-	-	-
-Utilities-	1698	1650	1666	1822	1690	1280	1345	-	-	1874	1118	1806	1204	1878	1903	1989	1907	1981	1920	-	1763	-	-
Public	7	4	6	5	7	1	2	-	-	5	1	1	1	3	6	13	5	9	3	-	2	-	-
-Government-	1457	1355	1355	1414	1414	1329	1336	1343	1122	1343	1474	-	-	1632	1212	-	-	-	-	-	-	-	-
Federal	4	1	1	2	2	2	2	2	2	2	2	-	-	3	1	-	-	-	-	-	-	-	-
-Government-	1032	-	1349	-	-	-	1238	-	-	1550	-	-	-	-	1646	1630	-	-	1557	1520	-	-	1800
Local & State	1	-	2	-	-	-	4	-	-	3	-	-	-	-	16	2	-	-	3	1	-	-	1
-Non-Profit	1253	1118	1075	1118	1064	1191	1032	-	-	1599	2011	1941	1941	1941	1941	1941	1941	1941	1941	-	1161	1488	-
Educ. Org.	4	1	2	1	3	2	1	-	-	2	2	1	1	1	1	1	1	1	1	-	2	2	-
-Others	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1560	-	1427	-	1427	-	-	-
i.e., Architecture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	5	-	-	-

*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

Arrangement of Data

$1874 — Mean

5 — # of Employers

MIDWEST REGION*
COOPERATIVE EDUCATION SALARY SURVEY
Summary of Employers' Products or Services
1992 - Bachelors Degree Level
Salaries Paid to a New College Graduate**

Employer Type of Product or Service	Acctg	Banking and Finance	Mgt	Mgt Info Systems	Mktg	Humanities	Social Sciences	Agriculture Sciences	Biological Science	Computer Science	Chemistry	Math	Physics	Chem. Engrg	Civil Engrg	Elect/Electronic/Com Engrg	Indust Engrg	Mechanical Engrg	Engrg Techgy	Architect	Economics	Nursing & Allied Health	Criminal Justice
-Accounting	2159	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—
Public	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Banking,	2130	1939	2159	2110	2020	2150	2150	-	-	2098	-	2200	-	-	-	-	-	-	-	-	2150	-	-
Fin./Insur.	7	7	3	6	3	1	1	-	-	4	-	2	-	-	-	-	-	-	-	-	1	-	-
-Merchand.	1653	2208	1765	2708	1760	1335	1280	-	-	1937	-	-	-	-	-	2022	-	2633	-	-	2208	-	-
Services	3	1	4	1	9	8	1	-	-	8	-	-	-	-	-	3	-	1	-	-	1	-	-
-Aero/Elec. &	2350	2400	2708	2300	2350	-	-	-	-	1695	1680	-	-	2183	-	2653	2318	2570	2354	-	-	-	-
Bus. Equi.	2	1	1	1	2	-	-	-	-	1	1	-	-	2	-	9	2	14	2	-	-	-	-
-Auto/Mech.	2242	2580	2594	2473	2392	2520	2520	-	2713	2350	2713	2542	2713	2989	2885	2833	2740	2804	2669	-	2500	-	2010
Equipment	13	4	9	5	8	1	1	-	2	5	2	3	2	7	5	22	21	41	10	-	1	-	1
-Building Mat.	2308	2425	2284	2448	2150	-	-	-	-	2448	-	-	-	2876	2326	2751	2663	2667	2166	-	-	-	-
Mfrs. & Constr.	2	1	2	2	1	-	-	-	-	2	-	-	-	2	5	2	2	3	1	-	-	-	-
-Chem./Drug	2534	2593	2720	2598	2338	-	-	2395	2310	2671	2376	2736	2830	3091	2976	2928	2919	3065	3052	-	-	-	-
All Prod.	5	3	2	2	2	-	-	1	4	4	8	3	1	15	2	8	3	8	1	-	-	-	-
-Elec. Mach.	2327	2132	2197	2449	2132	-	2132	-	2686	2605	-	2658	2566	2566	2566	2692	2550	2593	2698	-	-	-	-
& Equip.	4	1	2	4	1	-	1	-	1	4	-	2	1	1	1	15	5	16	2	-	-	-	-
-Food/Bever.	2193	2193	1666	-	2236	-	-	-	-	2408	-	-	-	2924	2500	2475	2225	2669	2500	-	-	-	-
Processing	1	1	1	-	1	-	-	-	-	1	-	-	-	3	1	2	2	6	1	-	-	-	-
-Glass/Paper	2400	2400	2200	2400	2400	-	-	-	-	2550	2400	-	2400	2892	2500	2705	2767	2767	-	-	-	-	-
Packgng./Prd.	1	1	2	1	1	-	-	-	-	1	1	-	1	2	1	3	2	2	-	-	-	-	-
-Metals &	2100	2350	2213	2268	2165	2400	-	-	-	2470	2444	2400	-	2710	2572	2737	2542	2700	2561	-	-	-	-
Metal Prod.	6	1	4	3	4	1	-	-	-	4	3	1	-	6	5	11	11	22	6	-	-	-	-
-Petro.	2415	2408	2392	2585	2425	-	-	-	-	2528	2278	-	-	3099	2867	2981	2834	3027	-	-	-	-	-
(incl. Nat. Gas)	3	3	2	1	2	-	-	-	-	3	3	-	-	6	3	3	1	5	-	-	-	-	-
-Research,	2001	3000	2000	2250	1783	-	-	-	2088	2276	1565	2292	2500	2576	2244	2599	-	2570	2273	-	-	-	-
Con.Org.	1	1	1	1	3	-	-	-	2	5	2	2	1	2	11	8	-	8	3	-	-	-	-
-Tire &	2177	-	-	2470	-	1032	-	-	-	2513	2335	-	-	2752	-	2794	2251	2492	1935	-	-	-	-
Rubber	3	-	-	2	-	1	-	-	-	3	1	-	-	3	-	3	3	4	3	-	-	-	-
-Utilities-	2292	2197	2237	2472	2175	2000	2047	-	-	2540	1717	-	2325	2352	2446	2560	2476	2530	2193	-	2166	-	-
Public	6	2	4	3	4	1	2	-	-	6	2	-	1	4	5	11	5	9	3	-	1	-	-
-Government-	1662	1498	1498	1649	1580	1488	1551	1590	1358	1616	1772	1666	-	1976	1763	1666	-	-	1666	-	1537	-	1537
Federal	6	3	3	2	4	4	3	2	1	3	3	1	-	3	1	1	-	-	1	-	2	-	2
-Government-	-	-	2000	-	-	-	1717	-	-	1775	-	-	-	-	2342	2128	-	-	1857	2120	-	-	1550
Local & State	-	-	1	-	-	-	3	-	-	3	-	-	-	-	14	2	-	-	3	1	-	-	1
-Non-Profit	1901	1917	2016	2164	2079	966	1180	1000	-	2187	2500	-	-	-	-	2975	-	-	1875	-	1917	2059	2123
Educ. Org.	5	1	3	2	3	1	4	1	-	4	1	-	-	-	-	1	-	-	1	-	1	5	1
-Others	1900	1300	-	-	1000	-	1700	-	-	-	-	-	-	-	-	1733	-	2730	-	1572	-	-	-
i.e., Architecture	1	1	-	-	1	-	1	-	-	-	-	-	-	-	-	1	-	2	-	6	-	-	-

*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

**Where prior work experience is not a consideration.

Arrangement of Data

$2159 Mean
7 # of Employers

MIDWEST REGION*
1992 COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL
1992

Employer Type of Product or Service	Life Insurance	Medical Hospital Insurance	Dental Insurance	Vision Plan	Paid Vacation	Paid Sick Days	Retirement Credit	Seniority	Longevity	Paid Holidays	Paid Days Off	Subsidized Housing/ Meals	Products/ Services Discounts	Handicapd Worker Accommod.	Business Travel Expenses	Profit Sharing Plan	Stock Sharing Plan	Tuition Aid During Schl. Pds.	Trvl. Exp. from Job to Schl./Home	Interview Travel Expense	Total # of Employer Responses	Rank Order of Empl.***
-Accounting Public	0.0%**	0.0%	0.0%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%	66.7%	16.7%	0.0%	16.7%	50.0%	66.7%	0.0%	0.0%	0.0%	16.7%	33.3%	6	19
-Banking, Fin./Insur.	37.5	37.5	33.3	4.2	37.5	33.3	16.7	16.7	16.7	45.8	41.7	25.0	12.5	45.8	50.0	8.3	12.5	33.3	0.0	12.5	24	10
-Merchand. Services	24.3	21.6	18.9	5.4	27.0	24.3	8.1	24.3	5.4	54.1	21.6	0.0	29.7	8.1	48.7	13.5	8.1	21.6	18.9	29.7	37	14
-Aero/Elec. & Bus. Equi.	24.1	17.2	17.2	0.0	27.6	37.9	27.6	27.6	6.9	69.0	20.7	0.0	31.0	48.3	62.1	20.7	3.5	10.3	3.5	41.4	29	11
-Auto/Mech Equipment	46.1	50.6	20.2	9.0	43.8	41.6	50.6	38.2	14.6	67.4	34.8	1.1	39.3	36.0	71.9	21.4	22.5	5.6	29.2	51.7	46	6
-Building Mat. Mfrs. & Constr.	13.6	18.2	13.6	0.0	13.6	36.4	9.1	22.7	4.6	50.0	40.9	9.1	4.6	13.6	77.3	4.6	0.0	0.0	45.5	59.1	22	17
-Chem./Drug All Prod.	39.5	53.5	34.9	14.0	34.9	51.2	48.8	27.9	16.3	76.7	53.5	11.6	34.9	39.5	74.4	14.0	14.0	18.6	44.2	60.5	43	3
-Elec. Mach. & Equip.	21.9	25.0	21.9	9.4	28.1	25.0	37.5	31.3	18.8	78.1	37.5	3.1	18.8	65.6	65.6	9.4	0.0	3.1	25.0	62.5	32	8
-Food/Bever. Processing	22.2	22.2	22.2	0.0	22.2	33.3	11.1	11.1	0.0	44.4	33.3	0.0	22.2	66.7	66.7	11.1	11.1	22.2	22.2	88.9	8	9
-Glass/Paper Packgng./Prd.	10.0	10.0	10.0	0.0	10.0	40.0	10.0	0.0	0.0	50.0	20.0	10.0	20.0	10.0	60.0	10.0	10.0	10.0	10.0	50.0	10	18
-Metals & Metal Prod.	26.5	42.9	18.4	6.1	18.4	32.7	49.0	38.8	2.0	85.7	38.8	18.4	8.2	34.7	69.4	14.3	10.2	22.5	28.6	51.0	25	7
-Petro. (incl. Nat. Gas)	33.3	25.0	0.0	0.0	25.0	33.3	33.3	50.0	0.0	83.3	58.3	25.0	0.0	50.0	83.3	16.7	0.0	8.3	58.3	75.0	12	5
-Research, Con.Org.	34.4	25.0	21.9	9.4	34.4	34.4	28.1	28.1	12.5	56.3	28.1	3.1	9.4	21.9	62.5	18.8	3.1	0.0	9.4	25.0	32	12
-Tire & Rubber	75.0	75.0	75.0	75.0	58.3	75.0	75.0	83.3	25.0	83.3	58.3	0.0	75.0	83.3	100	50.0	25.0	0.0	25.0	50.0	12	1
-Utilities-Public	34.2	34.2	31.6	23.7	34.2	36.8	39.5	26.3	31.6	92.1	31.6	21.1	34.2	65.8	81.6	5.3	7.9	13.2	36.8	71.1	38	4
-Government-Federal	90.9	86.4	45.5	40.9	100	100	77.3	73.7	54.6	100	59.1	0.0	4.6	72.7	68.2	9.1	0.0	4.6	9.1	4.6	22	2
-Government-Local & State	28.1	31.3	28.1	6.3	50.0	59.4	40.6	12.5	12.5	65.6	31.3	6.3	3.1	25.0	31.3	0.0	3.1	6.3	15.6	3.1	32	13
-Non-Profit Educ. Org.	35.7	35.7	32.1	10.7	50.0	32.1	14.3	14.3	14.3	64.3	17.9	3.6	14.3	25.0	53.6	0.0	0.0	17.9	7.1	3.6	28	16
-Others****	20.0	40.0	0.0	0.0	30.0	30.0	30.0	20.0	20.0	60.0	50.0	0.0	20.0	40.0	50.0	10.0	0.0	0.0	10.0	10.0	10	15
-Summary	34.9	37.7	24.4	10.8	36.4	40.7	36.6	30.6	14.6	70.0	35.8	7.5	22.8	39.4	65.3	13.1	9.0	11.4	23.5	42.0	536	

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26

* Includes Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin

** Percentage of Employers Providing This Benefit

*** Employers Ranked by the Most Benefits Provided

**** Others Include: Architecture

MIDWEST REGION*
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
ASSOCIATES DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average** Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1192	$1153	(78)	$1309	$1245	(66)	$1534	$1469	(67)
Accounting	1179	1109	(16)	1236	1187	(13)	1489	1484	(14)
Banking & Finance	1246	1290	(5)	1378	1492	(5)	1414	1446	(4)
Secretarial Sciences	1120	1042	(22)	1318	1202	(18)	1425	1339	(19)
Business/Management/ Agribusiness	1308	1215	(10)	1317	1187	(9)	1504	1492	(7)
Data Processing	1194	1200	(15)	1296	1240	(12)	1581	1459	(14)
Hospitality/Hotel and Food Management	870	870	(2)	870	870	(2)	1694	1694	(2)
Sales/Marketing/ Merchandising	1316	1363	(8)	1511	1475	(7)	1879	1742	(7)
Engg. & Related									
All Engg. & Related	1300	1265	(86)	1439	1387	(77)	1841	1750	(67)
Automotive Services	1505	1505	(1)	1763	1763	(1)	-	-	-
Civil & Construction	1254	1254	(21)	1433	1365	(21)	1773	1720	(17)
Drafting & Design	1334	1260	(21)	1427	1345	(16)	1817	1689	(18)
Electric. & Electron.	1330	1330	(22)	1483	1473	(19)	1831	1800	(17)
Mechanical & Mechanics	1270	1200	(21)	1397	1345	(20)	1959	1800	(15)
Other									
Graphics & Commer. Art	1167	1000	(3)	1233	1200	(3)	1260	1280	(3)
Medical/Nurs. & Related	1204	1204	(1)	1693	1693	(2)	2043	2043	(2)
Criminal Justice Law Enforcement	1275	1275	(2)	1275	1275	(2)	1400	1400	(2)

* Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin

** Where prior work experience is not a consideration

Arrangement of Data			
Mean	Median	(# of Employer Responses)	
$1192	$1153	(78)	50th Percentile

MIDWEST REGION*
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
SALARIES OFFERED BY EMPLOYER TYPE FOR ALL MAJORS
ASSOCIATE DEGREE LEVEL
1992

Employer Type of Product or Service	Average Monthly 1st Salary	% Chg From 1991	Median		Average Monthly Final Salary	% Chg From 1991	Median		Average** Monthly Salary Paid to New Grad	% Chg From 1991	Median	
Accounting Public	—	—	—	(0)	—	—	—	(0)	—	—	—	(0)
Banking, Finance, & Insurance	$1325	14.5%	$1339	(5)	$1200	16.3%	$1200	(1)	$1532	-12.7%	$1447	(5)
Merchan. & Services	1033	-3.3	1088	(10)	1246	-1.4	1260	(7)	1280	-13.8	1212	(10)
Aerospace, Elec. & Business Equip.	1455	61.5	1360	(8)	1569	33.0	1534	(4)	1844	15.6	1817	(6)
Automotive & Mechanical Equipment	1236	-4.7	1245	(14)	1415	-10.6	1479	(14)	1936	-4.1	1900	(12)
Bldg Materials Mfg & Constr.	1187	11.8	1200	(5)	1469	4.4	1400	(5)	1890	0.8	1949	(4)
Chemicals, Drugs & Allied Prod.	1412	2.0	1285	(12)	1276	-28.7	892	(8)	2174	1.8	2044	(11)
Elec. Machinery & Equipment	1202	1.6	1250	(8)	1389	9.1	1391	(8)	1498	-23.3	1492	(5)
Food & Beverage Processing	946	-19.5	946	(4)	1247	5.2	1204	(4)	1646	23.3	1621	(4)
Glass, Paper, Packaging & Prod.	1715	17.6	1715	(1)	-	-2.8	-	-	-	-	-	-
Metals & Metal Products	1141	-2.4	1026	(8)	1346	1338	1338	(8)	1715	2.3	1499	(5)
Petroleum & Prod. (incl. Natural Gas)	-	-	-	-	-	-	-	-	-	-	-	-
Research/Consult. Organizations	1107	-8.4	1026	(10)	1438	8.3	1288	(10)	1665	0.6	1585	(10)
Tire & Rubber	1299	-	1299	(1)	1472	-	1472	(1)	1559	-	1559	(1)
Utilities - Public (incl. Transportation)	1283	-3.3	1278	(6)	1419	-5.2	1270	(6)	1447	-24.7	1235	(4)
Government - Federal	1127	-8.5	1127	(2)	1399	0.2	1317	(3)	1343	-8.8	1343	(2)
Government - Local & State	1271	8.6	1125	(15)	1397	5.6	1300	(15)	1700	8.7	1590	(13)
Non-Profit & Educ. Organizations	1310	14.7	1277	(4)	1505	8.1	1514	(8)	1773	2.8	1693	(8)
Other	1071	15.8	1000	(3)	1138	-8.1	1200	(3)	1729	11.1	1906	(3)

*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin.

**Where prior work experience is not a consideration.

Arrangement of Data

Mean	% Chg From 1991	Median	(# of Employer Responses)	
$1325	14.5%	$1339	(5)	50th Percentile

MIDWEST*

1992

ASSOCIATES DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Engrg & Related Tech.	Graphics & Comm. Art	Medical & Nrsng Related	Crim. Jus. & Law	1992 All Associates	1992 Rank Order	1991 All Bachelors	1991 Rank Order
Life Insurance	34.2%	33.3%	0.0%	0.0%	50.0%	34.3%		40.6%	
	14**	20	0	0	1	37	9	54	7
Medical Hospitalization Insurance	43.9	40.0	33.3	0.0	50.0	42.6		42.9	
	18	24	1	0	1	46	5	57	6
Dental Insurance	24.4	25.0	0.0	0.0	50.0	25.9		23.3	
	10	15	0	0	1	28	11	31	11
Vision Plan	9.8	8.3	0.0	0.0	0.0	8.3		9.0	
	4	5	0	0	0	9	18	12	18
Paid Vacation	51.2	43.3	33.3	0.0	50.0	47.2		47.4	
	21	26	1	0	1	51	3	63	3
Paid Sick Days	39.0	35.0	33.3	0.0	50.0	38.0		47.4	
	16	21	1	0	1	41	6	63	3
Retirement Credit	41.5	31.7	0.0	50.0	50.0	35.2		35.3	
	17	19	0	1	1	38	8	47	8
Seniority	24.4	25.0	33.3	50.0	50.0	25.9		25.6	
	10	15	1	1	1	28	11	34	10
Longevity	9.8	11.7	0.0	0.0	50.0	11.1		16.5	
	4	7	0	0	1	12	16	22	15
Paid Holidays	70.7	73.3	66.7	0.0	50.0	72.2		71.4	
	29	44	2	0	1	78	1	96	1
Paid Days Off (Funeral, Personal, & Military	34.2	40.0	33.3	50.0	50.0	38.0		43.6	
	14	24	1	1	1	41	6	58	5
Subsidized Housing and/or Meals	4.9	33.3	0.0	0.0	50.0	4.6		6.0	
	2	2	0	0	1	5	20	5	19
Products/Services Discount	22.0	15.0	33.3	0.0	0.0	17.6		20.3	
	9	9	1	0	0	19	13	27	12
Handicapped Worker Accomodation	46.3	46.7	33.3	50.0	0.0	45.4		29.3	
	19	28	1	1	0	49	4	39	9
Business Travel Expenses	58.5	58.3	33.3	0.0	0.0	57.4		51.1	
	24	35	1	0	0	62	2	68	2
Profit Sharing	9.8	13.3	0.0	0.0	0.0	11.1		14.3	
	4	8	0	0	0	12	16	19	16
Stock Options	9.8	3.3	0.0	0.0	0.0	5.6		4.5	
	4	2	0	0	0	6	19	6	20
Tuition Aid During School Periods	22.0	11.7	0.0	50.0	50.0	16.7		19.5	
	9	7	0	1	1	18	14	26	13
Travel Expenses to/from Job Location	14.6	18.3	0.0	0.0	0.0	15.7		9.8	
	6	11	0	0	0	17	15	13	17
Interview Travel Expenses for out-of-town Co-op Students	31.7	30.0	33.3	0.0	0.0	29.6		19.5	
	13	18	1	0	0	32	10	26	13
	41**	60	3	2	2	108		133	

* Includes the following Midwestern States: Illinois, Indiana, Iowa, Kentucky, Michigan Minnesota, Missouri, Ohio, and Wisconsin

** Number of usable employer responses

MIDWEST REGION*
COOPERATIVE EDUCATION SALARY SURVEY
Summary by Employers' Products or Services
1992 - Associates Degree Level
Salaries Paid to Students on Their First Work Assignment

Employer Type of Product or Service	Acctg	Banking and Finance	Secretarial Sciences	Bus./ Mgt./ Agribusiness	Data Processing	Hospitality/ Hotel/Food Mgt	Sales/ Mktg./ Merchandsg	Automotive Services	Civil & Construction	Drafting & Design	Electrical & Electronics	Mechanical & Mechanics	Graphics & Commercial Art	Medical & Nursing Related	Criminal Justice & Law Enforcement
-Accounting	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—
Public	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Banking,	1339	800	1339	1751	1290	-	1447	-	-	-	-	-	-	-	-
Fin./Insur.	1	1	1	1	1	-	1	-	-	-	-	-	-	-	-
-Merchand.	1000	-	989	-	1210	-	-	-	-	860	1101	-	-	-	-
Services	1	-	5	-	2	-	-	-	-	1	1	-	-	-	-
-Aero/Elec. &	-	-	1394	-	1833	-	-	-	-	1450	1360	1400	-	-	-
Bus. Equi.	-	-	2	-	1	-	-	-	-	2	2	1	-	-	-
-Auto/Mech	1130	1470	897	1247	1102	-	1290	1505	1505	1435	1286	1236	-	-	-
Equipment	5	2	2	2	2	-	1	1	1	3	3	6	-	-	-
-Building Mat.	-	-	-	-	-	-	-	-	1187	-	-	-	-	-	-
Mfrs. & Constr.	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-
-Chem./Drug	1176	-	1176	-	1044	740	1550	-	-	1622	1607	2408	-	-	-
All Prod.	2	-	2	-	1	1	1	-	-	4	3	1	-	-	-
-Elec. Mach.	1492	1492	1200	1492	1200	-	1492	-	-	1500	1170	1292	1500	-	-
& Equip.	1	1	1	1	1	-	1	-	-	1	5	3	1	-	-
-Food/Bever.	946	-	946	-	946	-	946	-	-	-	-	-	-	-	-
Processing	1	-	1	-	1	-	1	-	-	-	-	-	-	-	-
-Glass/Paper	-	-	-	-	-	-	-	-	-	-	1715	-	-	-	-
Packgng./Prd.	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
-Metals &	1130	-	934	1130	-	-	1350	-	1675	1032	1463	1348	-	-	-
Metal Prod.	2	-	3	2	-	-	1	-	1	1	2	2	-	-	-
-Petro.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(incl. Nat. Gas)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Research,	-	-	1376	-	866	-	1376	-	1031	1126	1126	1073	-	-	-
Con.Org.	-	-	1	-	1	-	1	-	3	1	1	2	-	-	-
-Tire &	-	-	-	-	-	-	-	-	-	-	-	1299	-	-	-
Rubber	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
-Utilities-	-	-	1298	-	995	-	-	-	1208	1200	1297	1270	-	-	-
Public	-	-	2	-	1	-	-	-	2	1	3	2	-	-	-
-Government-	1173	-	-	1080	-	-	-	-	-	-	-	-	-	-	-
Federal	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-
-Government-	1000	1000	-	1000	1232	1000	-	-	1302	1279	1260	1000	1000	-	1275
Local & State	1	1	-	2	3	1	-	-	9	5	1	1	1	-	2
-Non-Profit	1653	-	1256	2000	1417	-	1075	-	-	-	-	900	-	1204	-
Educ. Org.	1	-	2	1	1	-	1	-	-	-	-	1	-	1	-
-Other	-	-	-	-	-	-	-	-	-	1107	-	1000	1000	-	
	-	-	-	-	-	-	-	-	-	2	-	1	1	-	

*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

Arrangement of Data

$1339 Mean

3 # of Employers

MIDWEST REGION*
COOPERATIVE EDUCATION SALARY SURVEY
Summary by Employers' Products or Services
1992 - Associates Degree Level
Salaries Paid to Students on Their Final Work Assignment

Employer Type of Product or Service	Acctg	Banking and Finance	Secretarial Sciences	Bus./ Mgt./ Agribusiness	Data Processing	Hospitality/ Hotel/Food Mgt	Sales/ Mktg./ Merchandsg	Automotive Services	Civil & Construction	Drafting & Design	Electrical & Electronics	Mechanical & Mechanics	Graphics & Commercial Art	Medical & Nursing Related	Criminal Justice & Law Enforcement
-Accounting	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—
Public	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Banking,	-	1200	-	-	-	-	-	-	-	-	-	-	-	-	-
Fin./Insur.	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
-Merchand.	1040	-	1310	-	1240	-	-	-	-	-	1273	-	-	-	-
Services	1	-	3	-	2	-	-	-	-	-	1	-	-	-	-
-Aero/Elec. &	-	-	1604	-	-	-	-	-	-	-	1667	1400	-	-	-
Bus. Equi.	-	-	2	-	-	-	-	-	-	-	1	1	-	-	-
-Auto/Mech.	1266	1599	1069	1419	1330	-	1548	1763	1763	1696	1507	1433	-	-	-
Equipment	5	2	2	2	2	-	1	1	1	3	3	6	-	-	-
-Building Mat.	-	-	-	-	-	-	-	-	1469	-	-	-	-	-	-
Mfrs. & Constr.	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-
-Chem./Drug	1044	-	1044	-	1044	740	1892	-	-	1577	1592	-	-	-	-
All Prod.	1	-	1	-	1	1	1	-	-	2	2	-	-	-	-
-Elec. Mach.	1492	1492	1200	1492	1200	-	1492	-	-	1500	1426	1537	1500	-	-
& Equip.	1	1	1	1	1	-	1	-	-	1	5	3	1	-	-
-Food/Bever.	946	-	946	-	1376	-	1204	-	-	-	-	-	-	-	-
Processing	1	-	1	-	1	-	1	-	-	-	-	-	-	-	-
-Glass/Paper	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packgng./Prd.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Metals &	1323	-	1107	1323	-	-	1475	-	1800	1247	1614	1650	-	-	-
Metal Prod.	2	-	-	2	-	-	1	-	1	1	2	2	-	-	-
-Petro.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(incl. Nat. Gas)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Research,	-	-	1892	-	1517	-	1892	-	1179	1473	1473	1334	-	-	-
Con.Org.	-	-	1	-	1	-	1	-	3	1	1	2	-	-	-
-Tire &	-	-	-	-	-	-	-	-	-	-	-	1472	-	-	-
Rubber	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
-Utilities-	-	-	1415	-	1130	-	-	-	1270	1200	1449	1270	-	-	-
Public	-	-	2	-	1	-	-	-	2	1	3	2	-	-	-
-Government-	1317	-	-	1440	-	-	-	-	-	-	-	-	-	-	-
Federal	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-
-Government-	1000	1000	-	1000	1383	1000	-	-	1456	1350	1365	1000	1000	-	1400
Local & State	1	1	-	2	3	1	-	-	9	5	1	1	1	-	2
-Non-Profit	-	-	1481	-	-	-	1075	-	-	-	-	1350	-	1693	-
Educ. Org.	-	-	2	-	-	-	1	-	-	-	-	1	-	2	-
-Other	-	-	-	-	-	-	-	-	-	1207	-	1000	1200	-	-
	-	-	-	-	-	-	-	-	-	2	-	1	1	-	-

*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

Arrangement of Data

$1040 — Mean — # of Employers

MIDWEST REGION*
COOPERATIVE EDUCATION SALARY SURVEY
Summary by Employers' Products or Services
1992 - Associates Degree Level
Salaries Paid a New Community/Junior College Graduate**

Employer Type of Product or Service	Acctg	Banking and Finance	Secretarial Sciences	Bus./ Mgt./ Agribusiness	Data Processing	Hospitality/ Hotel/Food Mgt	Sales/ Mktg./ Merchandsg	Automotive Services	Civil & Construction	Drafting & Design	Electrical & Electronics	Mechanical & Mechanics	Graphics & Commercial Art	Medical & Nursing Related	Criminal Justice & Law Enforcement
-Accounting	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—	$—
Public	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Banking,	1339	1400	1339	1751	1721	-	1447	-	-	-	-	-	-	-	-
Fin./Insur.	1	1	1	1	1	-	1	-	-	-	-	-	-	-	-
-Merchand.	1000	-	1219	-	1210	-	-	-	-	-	1642	-	-	-	-
Services	1	-	5	-	2	-	-	-	-	-	2	-	-	-	-
-Aero/Elec. &	-	-	1666	-	1833	-	-	-	-	1800	1784	2200	-	-	-
Bus. Equi.	-	-	1	-	1	-	-	-	-	1	2	1	-	-	-
-Auto/Mech.	1681	1763	1550	-	2158	-	1763	-	-	1989	2000	2322	-	-	-
Equipment	3	1	2	-	1	-	1	-	-	3	1	3	-	-	-
-Building Mat.	-	-	-	-	-	-	-	-	1890	-	-	-	-	-	-
Mfrs. & Constr.	-	-	-	-	-	-	-		4	-	-	-	-	-	-
-Chem./Drug	1755	-	1678	-	1988	1788	3170	-	-	2491	2234	2750	-	-	-
All Prod.	2	-	2	-	1	1	1	-	-	3	3	1	-	-	-
-Elec. Mach.	1492	1492	1200	1492	1200	-	1492	-	-	1500	1600	1750	1500	-	-
& Equip.	1	1	1	1	1	-	1	-	-	1	3	2	1	-	-
-Food/Bever.	1342	-	1500	-	2000	-	1742	-	-	-	-	-	-	-	-
Processing	1	-	1	-	1	-	1	-	-	-	-	-	-	-	-
-Glass/Paper	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packgng./Prd.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Metals &	1475	-	1400	1475	-	-	1475	-	1800	-	1800	2150	-	-	-
Metal Prod.	1	-	2	1	-	-	1	-	1	-	1	2	-	-	-
-Petro.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(incl. Nat. Gas)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-Research, Con.	1522	-	1642	-	-	-	2064	-	1503	1807	2250	1888	-	-	-
Org.	1	-	2	-	-	-	1	-	4	3	1	2	-	-	-
-Tire &	-	-	-	-	-	-	-	-	-	-	-	1559	-	-	-
Rubber	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
-Utilities-	-	-	1130	-	1130	-	-	-	1340	-	1659	1340	-	-	-
Public	-	-	1	-	1	-	-	-	1	-	1	1	-	-	-
-Government-	1473	-	-	1212	-	-	-	-	-	-	-	-	-	-	-
Federal	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-
-Government-	1000	1000	-	1000	1587	1600	-	-	1919	1472	1485	1000	1000	-	1275
Local & State	1	1	-	1	3	1	-	-	7	5	1	1	1	-	2
-Non-Profit	1653	-	1611	2000	1459	-	-	-	-	-	1920	-	-	2043	-
Educ. Org.	1	-	1	1	2	-	-	-	-	-	1	-	-	2	-
-Other	-	-	-	-	-	-	-	-	-	1593	-	2000	1280	-	-
	-	-	-	-	-	-	-	-	-	2	-	1	1	-	-

*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

**Where prior work experience is not a consideration

Arrangement of Data

$1339 Mean

1 # of Employers

20

MIDWEST REGION
1992 COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
ASSOCIATES DEGREE
1992

Employer Type of Product or Service	Life Insurance	Medical Hospital Insurance	Dental Insurance	Vision Plan	Paid Vacation	Paid Sick Days	Retirement Credit	Seniority	Longevity	Paid Holidays	Paid Days Off	Subsidized Housing/ Meals	Products/ Services Discounts	Handicapd Worker Accommod	Business Travel Expenses	Profit Sharing Plan	Stock Sharing Plan	Tuition Aid During Schl Pds	Trvl Exp. from Job to Schl /Home	Interview Travel Expense	Total # of Employer Responses	Rank Order of Empl **
-Accounting Public	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	-
-Banking, Fin./Insur	66.7%	66.7%	33.3%	0.0%	66.7%	33.3%	33.3%	33.3%	33.3%	66.7%	33.3%	0.0%	33.3%	66.7%	66.7%	33.3%	33.3%	33.3%	0.0%	33.3%	3	3
-Merchand Services	42.9	42.9	42.9	0.0	71.4	28.6	28.6	42.9	14.3	57.1	57.1	14.3	28.6	28.6	28.6	14.3	14.3	42.9	0.0	14.3	7	6
-Aero/Elec. & Bus. Equi	28.6	28.6	28.6	14.3	42.9	42.9	28.6	28.6	14.3	85.7	28.6	0.0	14.3	42.9	42.9	42.9	14.3	0.0	0.0	28.6	7	9
-Auto/Mech. Equipment	56.3	56.3	18.8	12.5	43.8	18.8	50.0	12.5	0.0	56.3	12.5	0.0	37.5	75.0	75.0	6.3	6.3	6.3	31.3	56.3	16	5
-Building Mat Mfrs. & Constr	40.0	40.0	40.0	0.0	40.0	40.0	0.0	20.0	0.0	60.0	40.0	0.0	0.0	40.0	80.0	20.0	0.0	0.0	20.0	20.0	5	2
-Chem./Drug All Prod	25.0	25.0	25.0	25.0	50.0	37.5	62.5	37.5	25.0	62.5	62.5	25.0	25.0	75.0	62.5	12.5	25.0	25.0	25.0	62.5	8	2
-Elec. Mach & Equip	0.0	14.3	0.0	0.0	14.3	0.0	14.3	57.1	14.3	100	28.6	0.0	14.3	28.6	42.9	0.0	0.0	14.3	0.0	42.9	7	14
-Food/Bever Processing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	100	0.0	0.0	0.0	0.0	0.0	1	16
-Glass/Paper Packgng./Prd	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	100	1	16
-Metals & Metal Prod.	25.0	37.5	0.0	0.0	0.0	25.0	25.0	0.0	0.0	100	25.0	12.5	25.0	0.0	50.0	0.0	0.0	25.0	37.5	25.0	8	15
-Petro (incl. Nat. Gas)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	-
-Research, Con.Org.	28.6	42.9	14.3	0.0	57.1	57.1	0.0	28.6	14.3	57.1	28.6	0.0	0.0	42.9	57.1	42.9	0.0	14.3	14.3	14.3	7	10
-Tire & Rubber	0.0	0.0	0.0	0.0	100	0.0	0.0	100	0.0	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	1	12
-Utilities-Public	20.0	20.0	20.0	20.0	20.0	20.0	40.0	40.0	20.0	100	20.0	0.0	20.0	80.0	40.0	0.0	0.0	0.0	40.0	80.0	5	7
-Government-Fede	66.7	66.7	66.7	66.7	100	100	100	66.7	33.3	100	66.7	0.0	0.0	66.7	100	0.0	0.0	66.7	0.0	0.0	3	1
-Government-Local & State	27.8	38.9	38.9	0.0	55.6	61.1	44.4	16.7	5.6	72.2	38.9	5.6	0.0	33.3	33.3	0.0	0.0	16.7	16.7	5.6	18	11
-Non-Profit Educ. Org	71.4	85.7	57.1	14.3	85.7	57.1	57.1	28.6	14.3	71.4	71.4	0.0	0.0	28.6	85.7	0.0	0.0	28.6	0.0	0.0	7	4
-Others	0.0	75.0	0.0	0.0	50.0	50.0	0.0	0.0	25.0	75.0	75.0	0.0	75.0	50.0	75.0	25.0	0.0	0.0	0.0	25.0	4	7
Summary	34.3	42.6	25.9	8.3	47.2	38.0	35.2	25.9	11.1	72.2	38.0	4.6	17.6	45.4	57.4	11.1	5.6	16.7	15.7	29.6	108	

* Percentage of Employers Providing This Benefit
** Employers Ranked by the Most Benefits Provided

REGIONAL VS. STATE/SUB-REGIONAL SALARY COMPENSATION
1992 AVERAGE MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES

BACHELORS DEGREE LEVEL

	Midwest Average Monthly				State/Sub-Regional Differences in Percentage						
Curriculum	1st Salary	Final Salary	New Graduate***		Kentucky	Michigan	Ohio	Illinois	Indiana	Iowa & Missouri	Minnesota & Wisconsin
Engineering	A*	B	C	A	-1.6%**	-1.9%	+0.1%	+3.0%	+0.6%	-3.0%	+1.6%
	$1543	$1973	$2646	B	-9.3	+7.2	+2.8	+2.9	-2.7	-6.8	-5.7
				C	-9.2	+6.1	+2.3	+0.1	-3.2	-3.0	-3.1
Accounting	1382	1629	2147	A	-11.6	-1.1	+4.0	+1.0	+0.7	-2.5	-11.1
				B	-25.0	+2.4	+4.7	-1.7	-2.2	-7.1	-3.6
				C	-20.8	+1.8	+2.6	+3.1	+1.5	-19.1	-3.8
Business	1375	1621	2177	A	-21.2	-1.8	+4.7	+3.9	+0.9	-6.0	-12.6
				B	-29.4	+3.9	+4.6	-17.5	-1.7	-9.6	-18.6
				C	-28.1	+3.5	+3.5	-2.2	+0.3	-19.6	+2.4
Humanities & Social Sciences	1135	1242	1602	A	-10.3	+1.8	-7.2	+2.6	+29.3	-20.9	-
				B	-16.8	+7.8	-9.3	-3.9	+46.1	-29.7	-
				C	-6.4	+10.6	-1.4	+0.1	+6.1	-24.8	-
Sciences	1438	1814	2276	A	+3.3	-0.1	+3.9	+3.1	-6.2	-4.8	+3.8
				B	-2.3	+3.6	+5.2	+6.9	-10.9	-8.4	-8.0
				C	+4.6	+2.3	+8.2	-2.7	-1.7	-21.6	-18.3

*Codes: A-Average Monthly First Salary Paid to a Cooperative Education Student
B-Average Monthly Final Salary Paid to a Cooperative Education Student
C-Average Monthly Salary Paid to a New Graduate

** Percentage higher or lower than regional average

*** Percentage where prior work experience is not a consideration

MIDWEST REGION*
COOPERATIVE EDUCATION COMPARATIVE SALARY SURVEY
1992 vs. 1991

Major Fields	Average Monthly 1st Salary			Average Monthly Final Salary			Average Monthly Salary Paid to a New Graduate**		
	1992	Pct. Chng.***	1991	1992	Pct. Chng.	1991	1992	Pct. Chng.	1991
Engineering (4 yr.)	$1543*	5.3%	$1466	$1973	7.5%	$1836	$2646	3.1%	$2566
Engg. and Related Technical (2 yr.)	1300	3.8	1243	1439	(3.4)	1490	1841	(0.4)	1849
Accounting (4 yr.)	1382	4.1	1328	1629	3.9	1568	2147	6.0	2025
Business (4 yr.)	1375	6.7	1289	1621	3.9	1560	2177	6.6	2043
Business (2 yr.)	1192	6.8	1116	1309	1.5	1290	1534	2.2	1569
Humanities & Social Sciences (4 yr.)	1135	(6.7)	1216	1242	(13.5)	1436	1602	(12.3)	1827
Sciences (4 yr.)	1438	3.3	1392	1814	4.4	1737	2276	1.6	2241
Architecture (4/5 yr.)	1129	(3.5)	1170	1410	(0.5)	1417	1650	(12.8)	1892
Nursing and Allied Health (4 yr.)	1417	15.7	1225	1488	4.3	1427	2059	5.5	1951
Medical/Nursing and Related (2 yr.)	1204	(1.5)	1222	1693	22.9	1378	2043	12.0	1824
Criminal Justice (4 yr.)	1460	17.4	1244	1825	36.7	1335	1751	9.4	1601
Criminal Justice & Law Enforcement (2 yr.)	1275	6.3	1200	1275	6.3	1200	1400	(1.0)	1414
Graphic & Commercial Arts (2 yr.)	1167	4.6	1116	1233	(3.1)	1273	1275	(9.8)	1414

* Includes salaries from the following Midwestern states: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Ohio and Wisconsin
** Where prior work experience is not a consideration
*** Given only if data for both years was significant

COMPARATIVE RANKING OF BENEFITS & RANK GROUPINGS

1992

Benefits Provided to Cooperative Education Student Employees by Employers

BENEFITS	MIDWEST REGION RANKING		BACHELORS LEVEL RANKING						
	Bachelors	Associates	Kentucky	Michigan	Ohio	Illinois	Indiana	Minnesota & Wisconsin	Iowa & Missouri
Paid Holidays	1	1	1	1	1	1	2	2	(2)
Business Travel Expenses	(2)	(2)	(2)	(2)	2	2	1	1	1
Paid Sick Days	4	3	[7]	4	4	6	5	6	5
Retirement Credit	7	8	[7]	5	11	9	3	5	8
Paid Vacation	8	3	[7]	3	10	6	9	11	8
Medical Hospitalization Insurance	6	5	4	6	[8]	(5)	(4)	10	6
Life Insurance	10	9	10	7	9	4	8	[7]	[7]
Interview Travel Expenses for Out-of-town Co-op Students	3	10	3	10	3	12	5	(3)	3
Handicapped Worker Accommodations	5	4	[12]	8	5	3	7	4	4
Seniority	[11*]	11	[12]	[11]	7	10	12	[7]	12
Paid Days Off (Funeral, Personal, & Military)	9	6	6	8	6	6	9	[7]	8
Travel Expenses to/from Job Location	13	15	4	12	13	[14]	13	14	12
Dental Insurance	12	11	14	15	[14]	11	11	11	8
Products/ Services Discount	14	[13]	17	13	12	13	[14]	13	14
Longevity	15	[16]	17	[17]	[17]	17	[14]	15	16
Profit Sharing	16	[16]	15	18	15	15	20	15	17
Vision Plan	[18]	18	15	19	16	19	18	[17]	14
Subsidized Housing and/or Meals	20	20	10	19	19	[20]	[17]	19	20
Stock Options	19	19	17	14	18	18	19	19	19
Tuition Aid During School Periods	17	14	17	15	20	16	16	18	[18]
Usable Employer Responses	536	108	32	128	130	82	68	51	43

(○) About 50% or more of the employers provide this benefit and those benefits ranked higher

[ ] About 25% or more of the employers provide this benefit and those benefits ranked higher

[ ] About 10% or more of the employers provide this benefit and those benefits ranked higher

Note: *If the rank order bracketed by the 25th percentile [ ] is 11, this means that all benefits ranked 11 through 1 are provided by 25% or a higher percentage of employers in the Midwest to their cooperative education student employees.

ILLINOIS
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average** Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1428	$1377	(42)	$1337	$1547	(36)	$2129	$2214	(53)
Accounting	1396	1354	(12)	1601	1535	(9)	2213	2275	(14)
Banking & Finance	1513	1379	(8)	1740	1535	(7)	2017	2077	(9)
Management	1250	1336	(6)	1429	1450	(7)	2089	2201	(11)
Management Info. Systems	1547	1454	(8)	1740	1705	(6)	2330	2433	(8)
Marketing	1405	1364	(8)	1586	1535	(7)	2007	2100	(11)
Humanities & Social Sciences									
All H & SS	1165	1165	(8)	1194	1296	(6)	1604	1522	(8)
Humanities	1126	1122	(4)	1172	1302	(3)	1545	1475	(5)
Social Sciences	1204	1208	(4)	1215	1290	(3)	1702	1600	(3)
Sciences									
All Sciences	1484	1472	(15)	1940	1927	(11)	2215	2341	(14)
Agriculture	-	-	-	-	-	-	-	-	-
Biological	-	-	-	-	-	-	-	-	-
Computer Science	1501	1483	(8)	1826	1785	(5)	2299	2467	(9)
Chemistry	1493	1485	(4)	2081	2098	(4)	2167	2251	(3)
Mathematics	1420	1420	(2)	1941	1941	(1)	1908	1908	(2)
Physics	1439	1439	(1)	1941	1941	(1)	-	-	-
Engineering									
All Engineering	1589	1555	(80)	2031	2037	(69)	2648	2589	(67)
Chemical	1797	1675	(11)	2241	2240	(9)	2941	2834	(9)
Civil	1521	1470	(8)	1988	1863	(8)	2432	2360	(7)
Elec., Electron. & Comp. Engineering	1559	1569	(21)	2007	1941	(17)	2663	2717	(18)
Industrial	1547	1517	(12)	2035	2170	(9)	2787	2759	(8)
Mechanical	1612	1569	(21)	2007	2050	(19)	2726	2646	(17)
Engineering Technology	1430	1439	(7)	1931	2000	(7)	2171	1938	(8)
Other									
Architecture	-	-	-	-	-	-	-	-	-
Economics	1365	1365	(2)	1535	1535	(1)	1986	2150	(3)
Nursing & Allied Health	1240	1240	(1)	-	-	-	2066	2066	(1)
Criminal Justice	1749	1749	(2)	1850	1850	(1)	1911	2010	(3)

** Where prior work experience is not a consideration

Arrangement of Data

Mean $1428 | Median $1377 (42) (# of Employer Responses) 50th Percentile

ILLINOIS

1992

BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	55.6% 10*	50.0% 2	50.0% 2	81.8% 9	40.0% 16	80.0% 4	52.4% 43	4
Medical Hospitalization Insurance	50.0 9	50.0 2	50.0 2	81.8 9	37.5 15	80.0 4	50.0 41	5
Dental Insurance	33.3 6	25.0 1	25.0 1	63.6 7	27.5 11	60.0 3	35.4 29	11
Vision Plan	16.7 3	25.0 1	25.0 1	18.2 2	2.5 1	20.0 1	11.0 9	19
Paid Vacation	44.4 8	75.0 3	50.0 2	63.6 7	40.0 16	60.0 3	47.6 39	6
Paid Sick Days	50.0 9	75.0 3	50.0 2	54.6 6	40.0 16	60.0 3	47.6 39	6
Retirement Credit	50.0 9	25.0 1	25.0 1	45.5 5	40.0 16	40.0 2	41.5 34	9
Seniority	44.4 8	25.0 1	0.0 0	45.5 5	35.0 14	80.0 4	39.0 32	10
Longevity	22.2 4	25.0 1	0.0 0	27.3 3	10.0 4	20.0 1	15.9 13	17
Paid Holidays	77.8 14	75.0 3	75.0 3	90.9 10	82.5 33	80.0 4	81.7 67	1
Paid Days Off (Funeral, Personal, & Military	44.4 8	50.0 2	50.0 2	45.5 5	47.5 19	60.0 3	47.6 39	6
Subsidized Housing and/or Meals	11.1 2	25.0 1	25.0 1	18.2 2	2.5 1	20.0 1	9.8 8	20
Products/Services Discount	38.9 7	0.0 0	0.0 0	36.4 4	17.5 7	60.0 3	25.6 21	13
Handicapped Worker Accomodation	61.1 11	75.0 3	50.0 2	63.6 7	45.0 18	60.0 3	53.7 44	3
Business Travel Expenses	66.7 12	25.0 1	50.0 2	90.9 10	65.0 26	80.0 4	67.1 55	2
Profit Sharing	11.1 2	0.0 0	0.0 0	18.2 2	27.5 11	0.00 0	18.3 15	15
Stock Options	22.2 4	0.0 0	0.0 0	9.1 1	10.0 4	20.0 1	12.2 10	18
Tuition Aid During School Periods	27.8 5	25.0 1	25.0 1	18.2 2	5.0 2	60.0 3	17.1 14	16
Travel Expenses to./from Job Location	11.1 2	0.0 0	0.0 0	36.4 4	22.5 9	20.0 1	19.5 16	14
Interview Travel Expenses for out-of-town Co-op Students	27.8 5	0.0 0	0.0 0	45.5 5	42.5 17	20.0 1	34.2 28	12
	18*	4	4	11	40	5	82	

* Number of usable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

INDIANA
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average** Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1388	$1354	(39)	$1593	$1530	(28)	$2183	$2330	(31)
Accounting	1392	1375	(11)	1593	1555	(9)	2179	2333	(9)
Banking & Finance	1490	1474	(5)	1695	1555	(3)	2200	2322	(4)
Management	1465	1391	(8)	1606	1520	(5)	2205	2400	(7)
Management Info. Systems	1238	1204	(7)	1597	1548	(5)	2321	2450	(5)
Marketing	1371	1344	(8)	1526	1473	(6)	2036	2150	(6)
Humanities & Social Sciences									
All H & SS	1468	1474	(4)	1815	1815	(2)	1708	1531	(4)
Humanities	1474	1474	(1)	-	-	-	1474	1474	(1)
Social Sciences	1466	1474	(3)	1815	1815	(2)	1786	1550	(3)
Sciences									
All Sciences	1349	1365	(22)	1617	1659	(21)	2237	2330	(24)
Agriculture	1080	1080	(1)	1212	1212	(1)	1355	1355	(1)
Biological	1346	1346	(2)	1612	1612	(2)	2019	2019	(2)
Computer Science	1399	1445	(10)	1738	1856	(9)	2338	2475	(10)
Chemistry	1318	1300	(7)	1540	1515	(7)	2125	2230	(7)
Mathematics	1349	1349	(2)	1549	1549	(2)	2508	2542	(4)
Physics	-	-	-	-	-	-	-	-	-
Engineering									
All Engineering	1553	1594	(66)	1918	1970	(68)	2561	2642	(64)
Chemical	1598	1650	(7)	1960	1925	(7)	2649	2800	(7)
Civil	1488	1611	(10)	1821	1961	(10)	2393	2500	(9)
Elec., Electron. & Comp. Engineering	1611	1637	(16)	1992	2010	(17)	2763	2708	(15)
Industrial	1572	1629	(10)	1934	1961	(10)	2558	2554	(10)
Mechanical	1582	1622	(16)	1975	2072	(17)	2614	2708	(16)
Engineering Technology	1379	1299	(7)	1677	1694	(7)	2140	2500	(7)
Other									
Architecture	-	-	-	-	-	-	-	-	-
Economics	1474	1474	(1)	-	-	-	1474	1474	(1)
Nursing & Allied Health	1646	1480	(3)	1772	1772	(1)	2061	2061	(2)
Criminal Justice	1512	1512	(2)	1800	1800	(1)	1512	1512	(2)

** Where prior work experience is not a consideration

Arrangement of Data

Mean	Median	(# of Employer Responses)	
$1388	$1354	(39)	50th Percentile

INDIANA

1992

BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	36.8%	0.0%	66.7%	53.9%	37.0%	80.0%	45.6%	
	7*	0	2	7	10	4	31	8
Medical Hospitalization Insurance	42.1	0.0	66.7	61.5	44.4	80.0	51.5	
	8	0	2	8	12	4	35	4
Dental Insurance	26.3	0.0	66.7	46.2	33.3	80.0	39.7	
	5	0	2	6	9	4	27	11
Vision Plan	5.3	0.0	33.3	7.7	7.4	20.0	8.8	
	1	0	1	1	2	1	6	18
Paid Vacation	36.8	0.0	66.7	38.5	40.7	80.0	44.1	
	7	0	2	5	11	4	30	9
Paid Sick Days	31.6	0.0	66.7	61.5	48.2	60.0	48.5	
	6	0	2	8	13	3	33	5
Retirement Credit	47.4	0.0	0.0	76.9	51.9	60.0	58.8	
	9	0	0	10	14	3	40	3
Seniority	26.3	0.0	66.7	30.8	40.7	60.0	38.2	
	5	0	2	4	11	3	26	12
Longevity	26.3	0.0	66.7	15.4	18.5	60.0	26.5	
	5	0	2	2	5	3	18	14
Paid Holidays	57.9	0.0	0.0	84.6	81.5	80.0	76.5	
	11	0	0	11	22	4	52	2
Paid Days Off (Funeral, Personal, & Military	26.3	0.0	66.7	46.2	44.4	80.0	44.1	
	5	0	2	6	12	4	30	9
Subsidized Housing and/or Meals	15.8	0.0	66.7	15.4	11.1	20.0	16.2	
	3	0	2	2	3	1	11	17
Products/Services Discount	21.0	0.0	33.3	30.8	33.3	20.0	27.9	
	4	0	1	4	9	1	19	14
Handicapped Worker Accomodation	36.8	0.0	66.7	53.9	48.2	40.0	47.1	
	7	0	2	7	13	2	32	7
Business Travel Expenses	63.2	0.0	66.7	84.6	92.6	40.0	77.9	
	12	0	2	11	25	2	53	1
Profit Sharing	0.0	0.0	0.0	7.7	11.1	0.0	5.9	
	0	0	0	1	3	0	4	20
Stock Options	5.3	0.0	0.0	7.7	11.1	0.0	7.4	
	1	0	0	1	3	0	5	19
Tuition Aid During School Periods	5.3	0.0	33.3	30.8	22.2	40.0	20.6	
	1	0	1	4	6	2	14	16
Travel Expenses to/from Job Location	31.6	0.0	66.7	38.5	25.9	20.0	30.9	
	6	0	2	5	7	1	21	13
Interview Travel Expenses for out-of-town Co-op Students	47.4	0.0	33.3	61.5	55.6	0.0	48.5	
	9	0	1	8	15	0	33	5
	19*	1	3	13	27	5	68	

* Number of usable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

IOWA & MISSOURI
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average** Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1292	$1318	(15)	$1466	$1476	(14)	$1750	$1764	(14)
Accounting	1347	1351	(6)	1513	1505	(5)	1736	1813	(6)
Banking & Finance	1000	1000	(1)	1400	1400	(1)	1400	1400	(1)
Management	1355	1355	(1)	1521	1521	(1)	1873	1873	(2)
Management Info. Systems	1401	1409	(4)	1594	1578	(4)	1990	1900	(3)
Marketing	1112	1225	(3)	1222	1300	(3)	1483	1483	(2)
Humanities & Social Sciences									
All H & SS	898	887	(4)	873	873	(2)	1204	1292	(4)
Humanities	875	860	(3)	873	873	(2)	1283	1400	(3)
Social Sciences	966	966	(1)	-	-	-	966	966	(1)
Sciences									
All Sciences	1369	1282	(10)	1662	1798	(8)	1785	1803	(8)
Agriculture	-	-	-	-	-	-	-	-	-
Biological	-	-	-	-	-	-	1675	1675	(1)
Computer Science	1338	1213	(7)	1533	1749	(5)	1793	1817	(6)
Chemistry	1442	1442	(1)	1879	1879	(1)	1850	1850	(1)
Mathematics	1441	1441	(1)	1879	1879	(1)	-	-	-
Physics	1441	1441	(1)	1879	1879	(1)	-	-	-
Engineering									
All Engineering	1497	1479	(58)	1838	1779	(58)	2567	2538	(48)
Chemical	1493	1441	(11)	1843	1850	(11)	2538	2401	(9)
Civil	1328	1270	(4)	1570	1603	(4)	2430	2300	(5)
Elec., Electron. & Comp. Engineering	1598	1560	(13)	1956	1875	(13)	2624	2684	(12)
Industrial	1488	1566	(8)	1848	1679	(8)	2699	2650	(6)
Mechanical	1517	1487	(18)	1871	1808	(18)	2629	2633	(14)
Engineering Technology	1281	1321	(4)	1544	1524	(4)	1875	1875	(2)
Other									
Architecture	-	-	-	-	-	-	-	-	-
Economics	-	-	-	-	-	-	-	-	-
Nursing & Allied Health	-	-	-	-	-	-	1750	1750	(1)
Criminal Justice	-	-	-	-	-	-	-	-	-

** Where prior work experience is not a consideration

Arrangement of Data
Mean
Median
(# of Employer Responses)

IOWA & MISSOURI

1992

BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	42.9% 3*	0.0% 0	0.0% 0	33.3% 2	25.0% 7	0.0% 0	26.7% 12	7
Medical Hospitalization Insurance	42.9 3	0.0 0	0.0 0	33.3 2	28.6 8	0.0 0	28.9 13	6
Dental Insurance	29.6 3	0.0 0	0.0 0	33.3 2	25.0 7	0.0 0	24.4 11	8
Vision Plan	28.6 2	0.0 0	0.0 0	16.7 1	17.9 5	0.0 0	17.8 8	14
Paid Vacation	28.6 2	33.3 1	0.0 0	33.3 2	17.9 5	0.0 0	24.4 11	8
Paid Sick Days	28.6 2	33.3 1	0.0 0	33.3 2	28.6 8	0.0 0	31.1 14	5
Retirement Credit	28.6 2	0.0 0	0.0 0	33.3 2	25.0 7	0.0 0	24.4 11	8
Seniority	42.9 3	0.0 0	0.0 0	0.0 0	21.4 6	0.0 0	20.0 9	12
Longevity	28.6 2	0.0 0	0.0 0	0.0 0	17.9 5	0.0 0	15.6 7	16
Paid Holidays	42.9 3	66.7 2	0.0 0	50.0 3	53.6 15	0.0 0	53.3 24	2
Paid Days Off (Funeral, Personal, & Military	28.6 2	0.0 0	0.0 0	33.3 2	25.0 7	0.0 0	24.4 11	8
Subsidized Housing and/or Meals	0.0 0	0.0 0	0.0 0	0.0 0	3.6 1	0.0 0	22 1	20
Products/Services Discount	0.0 0	33.3 1	0.0 0	33.3 2	14.3 4	0.0 0	17.8 8	14
Handicapped Worker Accomodation	28.6 2	0.0 0	0.0 0	50.0 3	39.3 11	0.0 0	35.6 16	4
Business Travel Expenses	71.4 5	33.3 1	0.0 0	66.7 4	64.3 18	0.0 0	62.2 28	1
Profit Sharing	14.3 1	0.0 0	0.0 0	16.7 1	14.3 4	0.0 0	13.3 6	17
Stock Options	0.0 0	0.0 0	0.00 0	33.3 2	0.0 0	0.0 0	4.4 2	19
Tuition Aid During School Periods	28.6 2	0.0 0	0.0 0	16.7 1	7.1 2	0.0 0	11.1 5	18
Travel Expenses to/from Job Location	28.6 2	0.0 0	0.0 0	16.7 1	21.4 6	0.0 0	20.0 9	12
Interview Travel Expenses for out-of-town Co-op Students	42.9 3	33.3 1	0.0 0	33.3 2	53.6 15	0.0 0	46.7 21	3
	7*	3	1	6	28	0	43	

* Number of usable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

KENTUCKY
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average** Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1083	$1030	(9)	$1145	$1122	(8)	$1700	$1700	(1)
Accounting	1221	1101	(4)	1221	1159	(3)	1700	1700	(1)
Banking & Finance	1032	1032	(1)	1159	1159	(1)	-	-	-
Management	1032	1032	(1)	1159	1159	(1)	-	-	-
Management Info. Systems	1032	1032	(1)	1159	1159	(1)	-	-	-
Marketing	882	882	(2)	1010	1010	(2)	-	-	-
Humanities & Social Sciences									
All H & SS	1018	1018	(4)	1033	1033	(3)	1500	1500	(4)
Humanities	1120	1120	(2)	1120	1120	(2)	1577	1577	(2)
Social Sciences	915	915	(2)	860	860	(1)	1423	1423	(2)
Sciences									
All Sciences	1485	1520	(8)	1773	1767	(7)	2380	2212	(5)
Agriculture	-	-	-	-	-	-	-	-	-
Biological	-	-	-	-	-	-	-	-	-
Computer Science	1505	1560	(5)	1811	1802	(4)	2360	2080	(3)
Chemistry	1576	1576	(2)	1980	1980	(2)	2497	2497	(1)
Mathematics	-	-	-	-	-	-	-	-	-
Physics	1204	1204	(1)	1204	1204	(1)	2325	2325	(1)
Engineering									
All Engineering	1518	1474	(39)	1789	1672	(35)	2404	2602	(24)
Chemical	1719	1680	(8)	1965	1942	(6)	2568	2873	(5)
Civil	1693	1652	(4)	1829	1647	(3)	2497	2686	(4)
Elec., Electron. & Comp. Engineering	1492	1398	(6)	1848	1727	(6)	2415	2750	(3)
Industrial	1365	1382	(6)	1670	1590	(6)	2083	2083	(3)
Mechanical	1480	1393	(11)	1778	1605	(10)	2543	2750	(7)
Engineering Technology	1313	1361	(4)	1609	1494	(4)	1789	1789	(2)
Other									
Architecture	-	-	-	-	-	-	-	-	-
Economics	-	-	-	-	-	-	-	-	-
Nursing & Allied Health	-	-	-	-	-	-	-	-	-
Criminal Justice	780	780	(1)	-	-	-	-	-	-

** Where prior work experience is not a consideration

Arrangement of Data			
Mean	Median	(# of Employer Responses)	
$1083	$1030	(9)	50th Percentile

KENTUCKY

1992

BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	0.0% 0*	50.0% 1	0.0% 0	0.0% 0	13.3% 2	0.0% 0	18.8% 6	10
Medical Hospitalization Insurance	20.0 1	50.0 1	0.0 0	28.6 2	33.3 5	0.0 0	37.5 12	4
Dental Insurance	0.0 0	50.0 1	0.0 0	0.0 0	13.3 2	0.0 0	9.4 3	14
Vision Plan	0.0 0	0.0 0	0.0 0	14.3 1	6.7 1	0.0 0	6.3 2	15
Paid Vacation	20.0 1	50.0 1	0.0 0	0.0 0	26.7 4	0.0 0	28.1 9	7
Paid Sick Days	0.0 0	50.0 1	0.0 0	14.3 1	26.7 4	0.0 0	28.1 9	7
Retirement Credit	0.0 0	50.0 1	0.0 0	28.6 2	33.3 5	0.0 0	28.1 9	7
Seniority	0.0 0	0.0 0	0.0 0	0.0 0	26.7 4	0.0 0	12.5 4	12
Longevity	0.0 0	0.0 0	0.0 0	0.0 0	6.7 1	0.0 0	3.1 1	17
Paid Holidays	80.0 4	0.0 0	0.0 0	85.7 6	80.0 12	0.0 0	78.1 25	1
Paid Days Off (Funeral, Personal, & Military	20.0 1	50.0 1	50.0 1	28.6 2	33.3 5	0.0 0	31.3 10	6
Subsidized Housing and/or Meals	20.0 1	0.0 0	0.0 0	42.9 3	13.3 2	0.0 0	18.8 6	10
Products/Services Discount	0.0 0	0.0 0	0.0 0	0.0 0	6.7 1	0.0 0	3.1 1	17
Handicapped Worker Accomodation	0.0 0	0.0 0	0.0 0	14.3 1	20.0 3	0.0 0	12.5 4	12
Business Travel Expenses	20.0 1	50.0 1	50.0 1	57.1 4	53.3 8	0.0 0	50.0 16	2
Profit Sharing	0.0 0	0.0 0	50.0 1	0.0 0	6.7 1	0.0 0	6.3 2	15
Stock Options	0.0 0	0.0 0	0.0 0	0.0 0	6.7 1	0.0 0	3.1 1	17
Tuition Aid During School Periods	0.0 0	0.0 0	0.0 0	0.0 0	6.7 1	0.0 0	3.1 1	17
Travel Expenses to/from Job Location	20.0 1	50.0 1	50.0 1	57.1 4	26.7 4	0.0 0	37.5 12	4
Interview Travel Expenses for out-of-town Co-op Students	40.0 2	0.0 0	0.0 0	57.1 4	53.3 8	0.0 0	43.8 14	3
	5*	2	2	7	15	1	32	

* Number of usable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

MICHIGAN
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average** Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1350	$1233	(67)	$1684	$1710	(65)	$2254	$2275	(63)
Accounting	1367	1159	(24)	1668	1588	(24)	2185	2296	(22)
Banking & Finance	1357	1326	(7)	1824	1857	(8)	2302	2500	(9)
Management	1374	1287	(14)	1731	1834	(14)	2424	2381	(12)
Management Info. Systems	1394	1381	(6)	1700	1848	(5)	2372	2381	(6)
Marketing	1282	1202	(16)	1581	1661	(14)	2135	1959	(14)
Humanities & Social Sciences									
All H & SS	1155	1190	(13)	1339	1251	(11)	1773	1688	(10)
Humanities	1145	1134	(8)	1343	1240	(8)	1795	1675	(5)
Social Sciences	1172	1280	(5)	1330	1280	(3)	1750	1700	(5)
Sciences									
All Sciences	1436	1381	(42)	1880	1959	(42)	2328	2312	(43)
Agriculture	1838	1838	(1)	2083	2083	(1)	2395	2395	(1)
Biological	1541	1490	(6)	1892	2067	(6)	2413	2455	(6)
Computer Science	1382	1280	(15)	1778	1892	(15)	2210	2125	(16)
Chemistry	1382	1317	(10)	1797	1847	(10)	2156	2135	(10)
Mathematics	1488	1484	(5)	2134	2100	(5)	2589	2683	(6)
Physics	1446	1484	(5)	2041	2086	(5)	2689	2713	(4)
Engineering									
All Engineering	1513	1462	(81)	2117	2040	(83)	2808	2807	(80)
Chemical	1635	1527	(10)	2348	2495	(11)	3032	3100	(9)
Civil	1368	1350	(13)	1848	1550	(13)	2541	2459	(12)
Elec., Electron. & Comp. Engineering	1517	1450	(17)	2047	1960	(18)	2668	2712	(18)
Industrial	1550	1473	(8)	2038	2245	(8)	2899	2965	(8)
Mechanical	1558	1503	(26)	2191	2032	(26)	2868	2817	(26)
Engineering Technology	1385	1440	(7)	2245	2236	(7)	3011	3052	(7)
Other									
Architecture	1203	1120	(6)	1369	1387	(3)	1638	1614	(4)
Economics	1121	1118	(3)	1395	1204	(3)	2209	2209	(2)
Nursing & Allied Health	1032	1032	(1)	1204	1204	(1)	2355	2355	(1)
Criminal Justice	-	-	-	-	-	-	-	-	-

** Where prior work experience is not a consideration

Arrangement of Data			
Mean	Median	(# of Employer Responses)	
$1350	$1233	(67)	50th Percentile

MICHIGAN

1992

BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	21.1%	25.0%	50.0%	39.1%	34.9%	33.3%	31.3%	
	8	2	3	9	15	3	40	7
Medical Hospitalization Insurance	23.7	37.5	50.0	34.8	41.9	33.3	34.4	
	9	3	3	8	18	3	44	6
Dental Insurance	7.9	12.5	33.3	17.4	16.3	11.1	14.1	
	3	1	2	4	7	1	18	15
Vision Plan	2.6	0.0	16.7	4.5	4.7	0.0	3.9	
	1	0	1	1	2	0	5	19
Paid Vacation	31.6	37.5	66.7	56.5	46.5	33.3	43.0	
	12	3	4	13	20	3	55	3
Paid Sick Days	23.7	37.5	66.7	56.5	39.5	44.4	39.1	
	9	3	4	13	17	4	50	4
Retirement Credit	31.6	25.0	16.7	39.1	41.9	33.3	35.9	
	12	2	1	9	18	3	46	5
Seniority	18.4	37.5	33.3	26.1	30.2	22.2	25.8	
	7	3	2	6	13	2	33	11
Longevity	7.9	12.5	33.3	21.7	7.0	0.0	11.7	
	3	1	2	5	3	0	15	17
Paid Holidays	50.0	50.0	66.7	65.2	69.8	44.4	60.2	
	19	4	4	15	30	4	77	1
Paid Days Off (Funeral, Personal, & Military	18.4	25.0	50.0	30.4	32.6	22.2	28.1	
	7	2	3	7	14	2	36	8
Subsidized Housing and/or Meals	2.6	0.0	0.0	8.7	4.7	0.0	3.9	
	1	0	0	2	2	0	5	19
Products/Services Discount	21.1	0.0	0.0	17.4	30.2	11.1	20.3	
	8	0	0	4	13	1	26	13
Handicapped Worker Accomodation	31.6	12.5	16.7	30.4	27.9	22.2	28.1	
	12	1	1	7	12	2	36	8
Business Travel Expenses	63.2	50.0	50.0	60.9	62.8	55.6	60.9	
	24	4	3	14	27	5	78	2
Profit Sharing	7.9	0.0	0.0	8.7	14.0	11.1	9.4	
	3	0	0	2	6	1	12	18
Stock Options	13.2	12.5	16.7	17.4	16.3	11.1	14.8	
	5	1	1	4	7	1	19	14
Tuition Aid During School Periods	13.2	25.0	16.7	13.0	16.3	0.0	14.1	
	5	2	1	3	7	0	18	15
Travel Expenses to/from Job Location	21.1	12.5	16.7	26.1	23.3	11.1	21.9	
	8	1	1	6	10	1	28	12
Interview Travel Expenses for out-of-town Co-op Students	26.3	12.5	16.7	26.1	34.9	11.1	26.6	
	10	1	1	6	15	1	34	10
	38*	8	6	23	43	9	128	

* Number of usable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

MINNESOTA & WISCONSIN
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average* Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1201	$1226	(10)	$1319	$1375	(10)	$2229	$1927	(11)
Accounting	1228	1228	(2)	1571	1571	(2)	2065	2001	(3)
Banking & Finance	1505	1505	(1)	1892	1892	(1)	2193	2193	(1)
Management	1103	1160	(3)	1203	1200	(3)	1889	1666	(3)
Management Info. Systems	950	950	(1)	1250	1250	(1)	2000	2000	(1)
Marketing	1263	1290	(3)	1473	1290	(3)	2079	2000	(3)
Humanities & Social Sciences									
All H & SS	-	-	-	-	-	-	-	-	-
Humanities	-	-	-	-	-	-	-	-	-
Social Sciences	-	-	-	-	-	-	-	-	-
Sciences									
All Sciences	1492	1492	(5)	1669	1669	(4)	1859	1859	(4)
Agriculture	1559	1559	(2)	1637	1637	(2)	1413	1413	(2)
Biological	-	-	-	-	-	-	-	-	-
Computer Science	1314	1314	(2)	1700	1700	(2)	2304	2304	(2)
Chemistry	1715	1715	(1)	-	-	-	-	-	-
Mathematics	-	-	-	-	-	-	-	-	-
Physics	-	-	-	-	-	-	-	-	-
Engineering									
All Engineering	1567	1542	(66)	1860	1840	(58)	2564	2574	(51)
Chemical	1646	1600	(3)	2001	1900	(3)	2662	2662	(2)
Civil	1437	1585	(3)	1645	1735	(3)	2496	2367	(4)
Elec., Electron. & Comp. Engineering	1609	1650	(19)	1916	1860	(18)	2697	2700	(15)
Industrial	1461	1438	(11)	1694	1820	(9)	2390	2367	(8)
Mechanical	1590	1510	(26)	1888	1835	(24)	2566	2625	(20)
Engineering Technology	1554	1450	(4)	1900	1900	(1)	2283	2283	(2)
Other									
Architecture	-	-	-	-	-	-	-	-	-
Economics	-	-	-	-	-	-	-	-	-
Nursing & Allied Health	-	-	-	-	-	-	-	-	-
Criminal Justice	-	-	-	-	-	-	-	-	-

* Where prior work experience is not a consideration

Arrangement of Data			
Mean	Median	(# of Employer Responses)	
$1201	$1226	(10)	50th Percentile

MINNESOTA & WISCONSIN

1992

BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	20.0% 1*	0.0% 0	0.0% 0	20.0% 1	26.8% 11	0.0% 0	25.5% 13	7
Medical Hospitalization Insurance	20.0 1	0.0 0	0.0 0	20.0 1	24.4 10	0.0 0	23.6 12	10
Dental Insurance	20.0 1	0.0 0	0.0 0	20.0 1	22.0 9	0.0 0	21.6 11	11
Vision Plan	0.0 0	0.0 0	0.0 0	20.0 1	9.8 4	0.0 0	9.8 5	17
Paid Vacation	20.0 1	0.0 0	0.0 0	20.0 1	22.0 9	0.0 0	21.6 11	11
Paid Sick Days	20.0 1	0.0 0	0.0 0	20.0 1	29.3 12	0.0 0	27.5 14	6
Retirement Credit	40.0 2	0.0 0	0.0 0	40.0 2	31.7 13	0.0 0	33.3 17	5
Seniority	0.0 0	0.0 0	0.0 0	20.0 1	29.3 12	0.0 0	25.5 13	7
Longevity	0.0 0	0.0 0	0.0 0	0.0 0	14.6 6	0.0 0	11.8 6	15
Paid Holidays	40.0 2	0.0 0	0.0 0	40.0 2	63.4 26	0.0 0	58.8 30	2
Paid Days Off (Funeral, Personal, & Military	20.0 1	0.0 0	0.0 0	20 1	26.8 11	0.0 0	25.5 13	7
Subsidized Housing and/or Meals	0.0 0	0.0 0	0.0 0	0.0 0	4.9 2	0.0 0	3.9 2	19
Products/Services Discount	40.0 2	0.0 0	0.0 0	20.0 1	17.1 7	0.0 0	19.6 10	13
Handicapped Worker Accomodation	40.0 2	0.0 0	0.0 0	40.0 2	48.8 20	0.0 0	47.1 24	4
Business Travel Expenses	60.0 3	0.0 0	0.0 0	60.0 3	63.4 26	0.0 0	62.8 32	1
Profit Sharing	20.0 1	0.0 0	0.0 0	0.0 0	12.2 5	0.0 0	11.8 6	15
Stock Options	0.0 0	0.0 0	0.0 0	0.0 0	4.9 2	0.0 0	3.9 2	19
Tuition Aid During School Periods	20.0 1	0.0 0	0.0 0	0.0 0	4.9 2	0.0 0	5.9 3	18
Travel Expenses to/from Job Location	20.0 1	0.0 0	0.0 0	40.0 2	9.8 4	0.0 0	13.7 7	14
Interview Travel Expenses for out-of-town Co-op Students	60.0 3	0.0 0	0.0 0	40.0 2	48.8 20	0.0 0	49.0 25	3
	5*	0	0	5	41	0	51	

* Number of usable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

OHIO

1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES

BACHELORS DEGREE LEVEL

Curriculum	Average Monthly 1st Salary	Median		Average Monthly Final Salary	Median		Average** Monthly Salary Paid to New Grad	Median	
Business									
All Business	$1439	$1397	(73)	$1696	$1704	(65)	$2254	$2213	(63)
Accounting	1437	1330	(23)	1705	1680	(21)	2203	2116	(20)
Banking & Finance	1560	1600	(7)	1690	1675	(6)	2356	2261	(8)
Management	1356	1354	(12)	1652	1700	(11)	2281	2166	(9)
Management Info. Systems	1530	1482	(16)	1841	1760	(14)	2423	2479	(13)
Marketing	1355	1350	(15)	1563	1700	(13)	2083	2100	(13)
Humanities & Social Sciences									
All H & SS	1053	1060	(5)	1126	1089	(5)	1579	1599	(5)
Humanities	1020	1032	(3)	1093	1032	(3)	1260	1260	(2)
Social Sciences	1103	1103	(2)	1175	1175	(2)	1791	1825	(3)
Sciences									
All Sciences	1494	1458	(25)	1908	1871	(22)	2462	2487	(25)
Agriculture	-	-	-	-	-	-	-	-	-
Biological	1300	1300	(1)	1530	1530	(1)	2686	2686	(1)
Computer Science	1574	1510	(16)	1921	1955	(14)	2464	2513	(15)
Chemistry	1351	1376	(5)	2015	2064	(5)	2423	2400	(5)
Mathematics	1480	1480	(2)	1806	1806	(1)	2408	2408	(2)
Physics	1150	1150	(1)	1675	1675	(1)	2483	2483	(2)
Engineering									
All Engineering	1545	1544	(132)	2028	1941	(126)	2707	2668	(117)
Chemical	1750	1700	(17)	2269	2320	(15)	3010	3000	(15)
Civil	1426	1473	(16)	1879	1791	(16)	2409	2300	(13)
Elec., Electron. & Comp. Engineering	1547	1512	(27)	2032	1949	(26)	2723	2725	s(25)
Industrial	1504	1551	(16)	2023	1907	(15)	2592	2616	(14)
Mechanical	1532	1530	(46)	2021	1883	(44)	2758	2666	(41)
Engineering Technology	1502	1530	(10)	1938	1900	(10)	2540	2575	(9)
Other									
Architecture	1041	1032	(5)	1441	1415	(5)	1667	1830	(3)
Economics	1522	1522	(2)	1763	1763	(2)	2166	2166	(1)
Nursing & Allied Health	1290	1290	(1)	-	-	-	-	-	-
Criminal Justice	-	-	-	-	-	-	-	-	-

** Where prior work experience is not a consideration

Arrangement of Data			
Mean	Median	(# of Employer Responses)	
$1439	$1397	(73)	50th Percentile

OHIO

1992

BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	34.3% 12*	0.0% 0	50.0% 1	33.3% 6	34.4% 22	0.0% 0	32.3% 42	9
Medical Hospitalization Insurance	37.1 13	0.0 0	50.0 1	33.3 6	35.9 23	14.3 1	34.6 45	8
Dental Insurance	25.7 9	0.0 0	0.0 0	27.8 5	26.6 17	0.0 0	24.6 32	14
Vision Plan	20.0 7	0.0 0	50.0 1	27.8 5	14.1 9	0.0 0	17.7 23	16
Paid Vacation	25.7 9	33.3 1	50.0 1	33.3 6	32.8 21	14.3 1	30.8 40	10
Paid Sick Days	45.7 16	33.3 1	50.0 1	44.4 8	48.4 31	14.3 1	45.4 59	4
Retirement Credit	31.4 11	0.0 0	50.0 1	33.3 6	32.8 21	0.0 0	30.0 39	11
Seniority	40.0 14	0.0 0	50.0 1	38.9 7	37.5 24	0.0 0	36.2 47	7
Longevity	14.3 5	0.0 0	0.0 0	16.7 3	14.1 9	14.3 1	13.9 18	17
Paid Holidays	80.0 28	66.7 2	50.0 1	83.3 15	78.1 50	42.9 3	76.9 100	1
Paid Days Off (Funeral, Personal, & Military	34.3 12	0.0 0	0.0 0	44.4 8	46.9 30	28.6 2	40.8 53	6
Subsidized Housing and/or Meals	5.7 2	0.0 0	0.0 0	5.6 1	4.7 3	14.3 1	5.4 7	19
Products/Services Discount	37.1 13	33.3 1	0.0 0	44.4 8	18.8 12	28.6 2	28.5 37	12
Handicapped Worker Accomodation	51.4 18	0.0 0	0.0 0	55.6 10	37.5 24	28.6 2	42.3 55	5
Business Travel Expenses	68.6 24	66.7 2	0.0 0	83.3 15	68.8 44	28.6 2	67.7 88	2
Profit Sharing	20.0 7	0.0 0	0.0 0	16.7 3	21.9 14	14.3 1	19.2 25	15
Stock Options	8.6 3	0.0 0	0.0 0	11.1 2	6.3 4	0.0 0	6.9 9	18
Tuition Aid During School Periods	2.9 1	0.0 0	0.0 0	5.6 1	6.3 4	0.0 0	4.6 6	20
Travel Expenses to/from Job Location	20.0 7	0.0 0	0.0 0	38.9 7	28.1 18	0.0 0	25.4 33	13
Interview Travel Expenses for out-of-town Co-op Students	54.3 19	0.0 0	0.0 0	77.8 14	54.7 35	14.3 1	53.9 70	3
	35*	3	2	18	64	7	130	

* Number of usable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

1992
ADDITIONAL BENEFITS PROVIDED TO COOPERATIVE EDUCATION STUDENTS

In addition to the twenty benefits which were previously listed and which were pre-printed on the survey questionnaire, respondents were provided an option to list additional benefits which they provide to their cooperative education students. Twelve and two-tenths percent, or fifty-three of the 434 usable surveys, contained twenty of these additional benefits. They are tabulated separately since it is felt that many employers may have responded more frequently to pre-printed, recognizable benefits than may have responded to the category of "other benefits." These twenty additional benefits will be studied for the possible inclusion of some of them in future surveys as "most often provided" benefits. Six benefits listed in this manner from previous surveys are now included in the questionnaire.

Benefit Description	Rank Order	% of Respondents Who Listed This Benefit
Retirement/401K Plan	1	2.3%
Bonus	2	1.6
Flexible/Matching Savings Plan	3	1.2
Health Club/Exercise Facilities/Recreation Program	3	1.2
Safety Equipment & Work Clothing or Uniforms	5	0.9
Flex Time/Compensatory Time	5	0.9
Overtime Pay & Shift Differential	7	0.5
Long Term Disability Program	7	0.5
Workers Comp. Insurance	7	0.5
Personal Accident Insurance	10	0.2
Travel Insurance	10	0.2
Deferred Compensation	10	0.2
Tuition Aid During Work Periods	10	0.2
Prescription Card	10	0.2
Paid Study Time, Materials, In-House Courses	10	0.2
Professional Meetings	10	0.2
Suggestion Plan	10	0.2
Employees Club	10	0.2
Safety Awards	10	0.2
Paid Co-op Fees	10	0.2

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COOPERATIVE EDUCATION COLLEGES AND UNIVERSITIES WHO DISTRIBUTED THE SURVEY QUESTIONNAIRE TO THE EMPLOYERS OF THEIR STUDENTS

ILLINOIS

Triton College
University of Illinois at Chicago
Elgin Community College
School of the Art Institute of Chicago
College of Lake County
Truman College
Bradley University
Illinois State University
DuPage College
Sangamon State University
University of Illinois at Chicago - Engineering
Southern Illinois University
Northern Illinois University
Northwestern University
Columbia College
University of Illinois - School of Chem. Sci.
Southern Illinois University - Edwardsville

INDIANA

Ivy Tech - Indianapolis
Valparaiso University
Indiana University Southeast
Tri-State University
Indiana State University
Ball State University
Ivy Tech - Sellersburgh
University of Southern Indiana
University of Evansville
Indiana University
Purdue University
Calumet College
Marion College

IOWA

University of Iowa
St. Ambrose College
University of Northern Iowa
Clinton Community College
Scott Community College
Muscatine Community College
Kirkwood Community College
Clarke College
Marycrest College
North Iowa Area Community College

KENTUCKY

Lexington Community College
Prestonberg Community College
Madisonville Community College
Eastern Kentucky University
Jefferson Community College at SW
Kentucky State
Maysville Community College
Thomas More College
University of Louisville
Western Kentucky University
University of Kentucky
Northern Kentucky University
Henderson Community College
University of Louisville-J.B. Speed Scientific School
Murray State University

MICHIGAN

Henry Ford Community College
Wayne State University
University of Detroit Mercy
University of Michigan - Dearborn
Eastern Michigan University
Macomb Community College
Kalamazoo Valley Community College
GMI, Engineering & Management Inst.
Baker College of Flint
Bay De Noc Community College
Detroit College of Business
Saginaw Valley State University
University of Michigan - Flint
Oakland University
Michigan State University

MINNESOTA

University of Minn. - Elec. Enggr.
Gustavus Adolphus College
Concordia College
Augsburg College
University of Minn. - College of Agri.
Lakewood Community College
College of St. Thomas
Normandale Community College
Saint Mary's College
University of Minn. - Waseca
University of Minn. - Mech. Enggr.

MISSOURI

Fontbonne College
Maryville College
Missouri Valley College
Rockhurst College
Southwest Missouri State University
St. Louis Community College
University of Missouri at Rolla
Washington University

OHIO

University of Akron
Sinclair Community College
Youngstown State University
Ohio State University
University of Cincinnati
University of Cinn. - College of Applied Science
Cleveland State University
Blackburn College
Stark Technical College
Cincinnati Technical College
College of Mt. St. Joseph
University of Dayton
Wright State University
Bowling Green State University
Cuyahoga Community College
John Carroll University

WISCONSIN

University of Wisconsin
Marquette University
University of Wisconsin - Milwaukee
University of Wisconsin - LaCrosse
Milwaukee Area Technical College
University of Wisconsin - Platteville
Moraine Park Technical College
Waukesha County Technical College
St. Norbert College
University of Wisconsin - Stout
University of Wisconsin - River Falls
University of Wisconsin - Oshkosh